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RESEARCH REPORT

SURVEY & ANALYSIS OF SALARY TRENDS 1986

THE RESEARCH DEPARTMENT OF
THE AMERICAN FEDERATION OF TEACHERS

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Salary Trends 1986: Survey and Analysis

Foreward

Salary Trends 1986: Survey and Analysis serves as a reference document to assist locals and state federations in developing both salary comparisons and policy. This document functions as the primary vehicle to report the results of the American Federation of Teachers's annual survey of state departments of education. Several other data sources are utilized, however, as noted in Appendix B. Data from the AFT's annual survey of local unions will be available at a later date.

Data include average salaries or earnings for teachers, other school employees, government workers, and professional employees over the past 25 years, and frequently by state for recent years. Beginning salaries for teachers and other professionals over the past 15 years are reported. For the first time, the AFT's survey of state departments of education asked states to provide information on minimum salaries and teachers reentering the classroom. For the most part, data from the survey of state departments of education is reported as it is received from the states. In some instances, telephone calls were made to confirm the data reported. Qualifications to the data, if any, are noted in Appendix A. Many states are still refining data, and any changes reported to the AFT Research Department will be incorporated into a table in the AFT's annual survey of local unions.

Comparisons with the various tables can be developed to suit the purposes of a particular local or state federation, whether it is to compare trends, establish the position of members relative to similar professionals, or make meaningful and valid comparisons among states. The first section of this report focuses on state comparisons. The second section highlights trends over time. The third section focuses on beginning teachers.

The Department of Research staff is grateful to the various locals and state agencies that provided the information and suggestion for this report. F. Howard Nelson, Assistant Director of Research, had primary responsibility for preparing this year's report. Jewell C. Gould, Director of Research assisted in this undertaking and had prepared the AFT salary report for the past several years. Julia Silverwood of the Research Department staff collected and organized the data for the past three years and assisted in other aspects of this report including preparation of the manuscript and many tables.

Highlights

State Comparisons

- The average teacher salary for 1985-86 of approximately $25,240 represents a 7.2 percent increase over the previous year.

- Alaska had the highest average salary at $41,647, or 165 percent of the national average. South Dakota has the lowest average salary at $18,095, or 72 percent of the national average.

- Mississippi reported the highest salary increase, 16.0 percent for 1985-86, which lifted Mississippi from the lowest paying state to the second lowest paying state. Hawaii reported only a 0.8 percent increase.

- Georgia, Alabama, and South Carolina all reported increases between 23.3 and 23.7 percent over the past two years.

- In 1985-86, the average teacher in the United States earned 30 percent more than the average worker (including part-time workers). In Rhode Island, teachers earned 77 percent more, and in Louisiana teachers earned just 9 percent more.

- In 1980-81, teachers in Ohio, Texas, West Virginia, Oklahoma, and Louisiana earned less than the average worker (including part-time workers).

- An adjustment for the interstate differences in the cost of living shows that the District of Columbia, Michigan, Rhode Island, and Wyoming pay teachers the most. A similar adjustment places New Hampshire, South Dakota, and Vermont on the bottom.

Trends Compared to Other Workers and Professions

- The 1985-86 average teacher salary of $25,240 nearly matches the highest-ever average salary of $25,753 (in 1986 dollars) recorded in 1972.

- The average teacher in 1985-86 has an estimated 16.5 years of teaching experience, compared to only 10.0 years in 1976. **A large portion of the recent gain in average teacher salaries is attributable to layoffs of young, low paid teachers in the late 1970s, and minimal hiring of beginning teachers over the past decade.**

- In 1971-72, a teacher with 16.5 years of experience -- the average for the 1985-86 school year -- would have earned $29,649.

- The current $25,240 average salary is $4,000 higher than in 1981 (in 1986 dollars) and nearly $9,000 higher than in 1956.

- While teacher salaries matched the mean annual earnings of the full-time worker in the U.S. economy in 1956, teachers gained a 12 percent advantage by 1986 -- but still below the 14 percent advantage they had obtained by 1971.

- Teachers earned 4 percent more than the average government worker in both 1956 and 1986.

- The full-time, year-around male worker earned 17 percent more than the average teacher in 1985, down from a 34 percent advantage (the highest in three decades) in 1981.

- Female full-time, year-around workers experienced increased earnings compared to teachers every year over the past ten years including the recent period of rapidly rising teacher salaries, though the average earnings figure still falls short of the average teacher salary.

- While salaries in other white collar occupations remain high compared to teachers (ranging from 103 percent more for attorneys to 27 percent more for accountants), the earnings advantage of these white collar occupations is at the lowest level since 1978, and lower than in 1962.

Beginning Teachers

- Based on 34 states reporting data, the average beginning teacher salary was $17,073 in 1985-86, up 11.0 percent from the previous year.

- California, New York, New Jersey, and Wyoming have starting salaries in excess of $18,500, while only Nebraska, Vermont, and South Dakota report average starting salaries below $14,000.

- Based on data from 18 states, the number of former teachers reentering the classroom exceeded the number of beginning teachers ranging from 64 percent of new hires in New Jersey and South Carolina to 26 percent in Kansas.

- While beginning offers in business for new college graduates in other white collar occupations remain high compared to beginning teachers (ranging from 62 percent more for engineers to 14 percent more for liberal arts graduates), the earnings advantage of these white collar occupations is at the lowest level since about 1978.

List of Tables

Table I-1, 1985-86 AVERAGE TEACHER SALARY RANKED BY STATE

Table I-2, TRENDS IN AVERAGE TEACHER SALARY, 1983-84 TO 1985-86

Table I-3, AVERAGE TEACHER SALARIES FOR 1980-83, 1984-85, AND 1985-86

Table I-4, AVERAGE SALARY OF TEACHERS COMPARED TO ANNUAL EARNINGS IN THE PRIVATE SECTOR, 1986

Table I-5, AVERAGE TEACHER SALARY COMPARED TO AVERAGE WORKER EARNINGS, 1981

Table I-6, STATE RANKINGS BY 1985-86 AVERAGE TEACHER SALARY ADJUSTED FOR INTERSTATE VARIATION IN THE COST OF LIVING

Table I-7, TRENDS IN STATE EMPLOYEE COMPENSATION PACKAGES AND IN AVERAGE TEACHER SALARIES, 1983-84 TO 1985-86

Table II-1, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS

Table II-2, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS ADJUSTING FOR TEACHER EXPERIENCE

Table II-3, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL MONEY INCOME OF MALE AND FEMALE INDIVIDUALS

Table II-4, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS

Table II-5, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS: RATIO TO TEACHER SALARIES

Table II-6, TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS: ANNUAL PERCENT INCREASE

Table II-7, TRENDS IN TEACHER SALARY INCREASES COMPARED TO MEAN ANNUAL RATE OF ADJUSTMENT OVER LIFE OF SETTLEMENTS NEGOTIATED IN THE PRIVATE SECTOR

Table II-8, SALARIES OF NON-TEACHING SCHOOL PERSONNEL, 1974-1986

Table III-1, MINIMUM TEACHER SALARIES FOR STATES REPORTING DATA

Table III-2, NEW HIRES ENTERING TEACHING FOR THE FIRST TIME AND THOSE REENTERING WITH PREVIOUS EXPERIENCE

Table III-3, BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED

Table III-4, COMPARISON OF ENDICOTT AND COLLEGE PLACEMENT COUNCIL BEGINNING SALARY DATA

I. STATE COMPARISONS

Development in Teacher Salaries, 1985-86. In 1985-86, the average public elementary and secondary school teacher in the United States earned a salary of approximately $25,240, an increase of 7.2 percent over the previous year. Not unexpectedly, Alaska had the highest average salary at $41,647, followed by the District of Columbia with $32,067. As shown in Table I-1, New York, Rhode Island, Michigan and California all had average salaries between $29,000 and $30,500 -- about 15-20 percent above the national average. South Dakota ranks last with an average salary of $18,095. Mississippi, Maine and Arkansas also had salaries below $20,000, which is less than the average beginning salary in California.

Mississippi reported the highest salary increase, 16.0 percent for 1985-86 as shown in Table I-2, which lifted Mississippi from the lowest paying state to the second lowest paying state. Nevada, Alabama, and Oklahoma reported increases exceeding 12 percent. Hawaii reported only a 0.8 percent increase. Over the past two years, Georgia, Alabama, and South Carolina reported the greatest gains which ranged from 23.3 percent to 23.7 percent. Kentucky has the lowest two year increase at just 6.6 percent.

Gains Over Five Years. Five year trends appear in Table I-3. States making the most improvement with respect to state rankings include Minnesota (22 to 9), New Jersey (15 to 7), Oklahoma (43 to 33), Tennessee (46 to 38), and Virginia (42 to 26). Several states declined in the rankings including the District of Columbia (13 to 22), Hawaii (5 to 15), Iowa (27 to 37), and Kentucky (31 to 41).

Teacher Salaries Compared to the Average Annual Earnings of All Workers. States vary considerably among each other according to their economic condition and the cost of living. Table I-4 compares the average teacher salary to the average annual earnings of all workers (including part-time workers) in the private sector. This comparison is only an index to adjust for unique conditions within each state, and is not presented as a standard by which to judge how much teachers should get paid. As measured by the ratio of the average teacher salary to the average annual earnings in the private sector, Rhode Island ranks first, followed by Hawaii and Wisconsin. Alaska falls from first to fourth. Several high paying states including New York, New Jersey, Michigan, and the District of Columbia fall to the middle. West Virginia and Louisiana sink to the bottom according to this measure, and the state paying teachers the least, South Dakota, ranks 27th according to the ratio.

The average teacher salary/private sector employee earnings ratio for 1981 is shown in Table I-5. Five years ago, Louisiana, Oklahoma, West Virginia, Texas, and Ohio paid

teachers less than the average earnings of workers (including part-time workers) in the private sector. According to this measure, rankings of several states changed dramatically. The District of Columbia and Maine fell 20 positions. Alaska, Kansas and South Carolina gained the most.

Teacher Salaries Adjusted for Cost of Living. Cost of living variations among states are made in Table I-6. While the greatest variation in cost of living occurs within a state between rural and urban locations, a cost of living adjustment among states makes sense when states serve as the basis of comparing earnings. The District of Columbia, Michigan, Rhode Island, and Wyoming rank as the highest paying states after adjusting for the cost of living. New York, Pennsylvania and California, despite high indexes still list in the top 10. High-paying Maryland, Massachusetts and New Jersey drop substantially in the rankings. New Hampshire, South Dakota, and Vermont remain at the bottom.

State Employee Compensation Packages. State employee compensation packages are compared to annual teacher salary increases in Table I-7. The state figures do not include step or anniversary increases and therefore 2 to 3 percent should be added when comparing the teachers. Half of the states had single digit percentage increases for state employees over the two year period while only 10 states experienced increases that low for teachers. The inclusion of step increases in teacher salaries may explain most of the difference. Of more interest is the contrast in the rankings. While Georgia showed the greatest increase in teacher salaries and the second greatest increase for state employee salaries, Alabama -- which ranks second according to the percentage increase in teacher salaries over two years -- ranked only 25th according to state employee salary increase. Similarly, Texas and Oklahoma, ranking 5th and 6th based on teacher salary increase, ranked 44th and 36th on state employee salary increases.

TABLE I-1
American Federation of Teachers Salary Report
1985-86 AVERAGE TEACHER SALARY RANKED BY STATE

Rank	State	Average Salary	Percent U.S. Avg.
1	Alaska	$41,647	165.0%
2	D.C.	32,067	127.0%
3	New York	30,490	120.8%
4	Rhode Island	29,470	116.8%
5	Michigan	29,461	116.7%
6	California	29,258	115.9%
7	New Jersey	28,000	110.9%
8	Wyoming	27,461	108.8%
9	Minnesota	27,360	108.4%
10	Illinois	27,172	107.7%
11	Connecticut	26,898	106.6%
12	Massachusetts	26,800	106.2%
13	Wisconsin	26,720	105.9%
14	Maryland	26,580	105.3%
15	Washington	26,182	103.7%
16	Hawaii	26,038	103.2%
17	Pennsylvania	26,006	103.0%
18	Colorado	25,892	102.6%
19	Oregon	25,664	101.7%
20	Nevada	25,606	101.5%
21	Ohio	24,988	99.0%
22	Delaware	24,625	97.6%
23	Texas	24,419	96.7%
24	Indiana	24,248	96.1%
25	Arizona	23,931	94.8%
26	Virginia	23,388	92.7%
27	Georgia	23,046	91.3%
28	Alabama	22,934	90.9%
29	Kansas	22,644	89.7%
30	New Mexico	22,526	89.2%
31	Montana	22,482	89.1%
32	North Carolina	22,476	89.0%
33	Oklahoma	22,444	88.9%
34	Florida	22,250	88.2%
35	Utah	22,229	88.1%
36	Missouri	21,974	87.1%
37	Iowa	21,802	86.4%
38	Tennessee	21,800	86.4%
39	South Carolina	21,428	84.9%
40	Idaho	20,971	83.1%
41	Kentucky	20,948	83.0%
42	Nebraska	20,834	82.5%
43	North Dakota	20,815	82.5%
44	West Virginia	20,625	81.7%
45	Louisiana	20,460	81.1%
46	Vermont	20,379	80.7%
47	New Hampshire	20,263	80.3%
48	Arkansas	19,926	78.9%
49	Maine	19,583	77.6%
50	Mississippi	18,472	73.2%
51	South Dakota	18,095	71.7%
	U.S. Average/Total	$25,240	100.0%

TABLE I-2
American Federation of Teachers Salary Report
TRENDS IN AVERAGE SALARY, 1983-84 TO 1985-86

State	Average Salary 1983-84	Rank	Average Salary 1984-85	Rank	Average Salary 1985-86	Rank	Percent Change 1983-84 to 1984-85	Percent Change 1984-85 to 1985-86	Percent Change 1983-84 to 1985-86
Alaska	$35,500	1	$38,923	1	$41,647	1	9.6%	7.0%	17.3%
D.C.	27659	2	30706	2	32067	2	11.0%	4.4%	15.9%
New York	27319	3	28213	4	30490	3	3.3%	8.1%	11.6%
Rhode Island	25337	5	27693	5	29470	4	9.3%	6.4%	16.3%
Michigan	27125	4	28440	3	29461	5	4.8%	3.6%	8.6%
California	24843	6	27293	6	29258	6	9.9%	7.2%	17.8%
New Jersey	23264	14	25125	13	28000	7	8.0%	11.4%	20.4%
Wyoming	24500	7	26499	7	27461	8	8.2%	3.6%	12.1%
Minnesota	24350	10	25453	12	27360	9	4.5%	7.5%	12.4%
Illinois	24211	11	25679	9	27172	10	6.1%	5.8%	12.2%
Connecticut	22627	19	24822	14	26898	11	9.7%	8.4%	18.9%
Massachusetts	23169	15	24618	15	26800	12	6.3%	8.9%	15.7%
Wisconsin	22811	17	24577	16	26720	13	7.7%	8.7%	17.1%
Maryland	24046	12	25563	10	26580	14	6.3%	4.0%	10.5%
Washington	24420	8	25505	11	26182	15	4.4%	2.7%	7.2%
Hawaii	24357	9	25842	8	26038	16	6.1%	0.8%	6.9%
Pennsylvania	22703	18	24192	19	26006	17	6.6%	7.5%	14.5%
Colorado	23276	13	24454	17	25892	18	5.1%	5.9%	11.2%
Oregon	23155	16	24378	18	25664	19	5.3%	5.3%	10.8%
Nevada	22355	20	22518	24	25606	20	0.7%	13.7%	14.5%
Ohio	21880	21	23000	20	24988	21	5.1%	8.6%	14.2%
Delaware	20934	26	22294	25	24625	22	6.5%	10.5%	17.6%
Texas	20170	27	22610	23	24419	23	12.1%	8.0%	21.1%
Indiana	21538	23	22854	21	24248	24	6.1%	6.1%	12.6%
Arizona	21642	22	22662	22	23931	25	4.7%	5.6%	10.6%
Virginia	19676	30	21277	28	23388	26	8.1%	9.9%	18.9%
Georgia	18631	37	20606	34	23046	27	10.6%	11.8%	23.7%
Alabama	18600	38	20295	38	22934	28	9.1%	13.0%	23.3%
Kansas	19411	33	21038	30	22644	29	8.4%	7.6%	16.7%
New Mexico	21003	24	21811	26	22526	30	3.8%	3.3%	7.3%
Montana	21000	25	21749	27	22482	31	3.6%	3.4%	7.1%
North Carolina	18311	41	20812	33	22476	32	13.7%	8.0%	22.7%
Oklahoma	18580	39	19974	42	22444	33	7.5%	12.4%	20.8%
Florida	19497	32	20836	32	22250	34	6.9%	6.8%	14.1%
Utah	20007	29	21170	29	22229	35	5.8%	5.0%	11.1%
Missouri	19274	34	20452	37	21974	36	6.1%	7.4%	14.0%
Iowa	20149	28	21008	31	21802	37	4.3%	3.8%	8.2%
Tennessee	18244	42	20474	35	21800	38	12.2%	6.5%	19.5%
South Carolina	17384	47	20143	40	21428	39	15.9%	6.4%	23.3%
Idaho	18075	43	20471	36	20971	40	13.3%	2.4%	16.0%
Kentucky	19660	31	20225	39	20948	41	2.9%	3.6%	6.6%
Nebraska	18785	36	19781	43	20834	42	5.3%	5.3%	10.9%
North Dakota	19261	35	20088	41	20815	43	4.3%	3.6%	8.1%
West Virginia	17489	45	19563	44	20625	44	11.9%	5.4%	17.9%
Louisiana	18400	40	19491	45	20460	45	5.9%	5.0%	11.2%
Vermont	17568	44	18996	47	20379	46	8.1%	7.3%	16.0%
New Hampshire	17376	48	18577	49	20263	47	6.9%	9.1%	16.6%
Arkansas	17424	46	19100	46	19926	48	9.6%	4.3%	14.4%
Maine	17328	49	18935	48	19583	49	9.3%	3.4%	13.0%
Mississippi	15812	51	15924	51	18472	50	0.7%	16.0%	16.8%
South Dakota	16480	50	17380	50	18095	51	5.5%	4.1%	9.8%
U.S. Average/Total	$21,974		$23,551		$25,240		7.2%	7.2%	14.9%

TABLE I-3
American Federation of Teachers Salary Report
AVERAGE TEACHER SALARIES FOR 1980-81, 1984-85, AND 1985-86

State	Average Teacher Salary			Rank			Percent of U.S. Average		
	1980-81	1984-85	1985-86	1980-81	1984-85	1985-86	1980-81	1984-85	1985-86
Alabama	$15,150	$20,295	$22,934	36	38	28	87%	86%	91%
Alaska	29,000	38,923	41,647	1	1	1	167%	165%	165%
Arizona	17,359	22,662	23,931	21	22	25	100%	96%	95%
Arkansas	13,270	19,100	19,926	49	46	48	76%	81%	79%
California	19,648	27,293	29,258	10	6	6	113%	116%	116%
Colorado	17,734	24,454	25,892	17	17	17	102%	104%	103%
Connecticut	17,440	24,822	26,898	20	14	10	100%	105%	107%
D.C.	22,823	30,706	32,067	2	2	2	131%	130%	127%
Delaware	18,625	22,294	24,625	13	25	22	107%	95%	98%
Florida	15,404	20,836	22,250	34	32	34	89%	88%	88%
Georgia	15,444	20,606	23,046	32	34	27	89%	87%	91%
Hawaii	20,993	25,842	26,038	5	8	15	121%	110%	103%
Idaho	15,146	20,471	20,971	37	36	40	87%	87%	83%
Illinois	19,518	25,679	27,172	11	9	9	112%	109%	108%
Indiana	16,878	22,854	24,248	24	21	24	97%	97%	96%
Iowa	16,150	21,008	21,802	27	31	37	93%	89%	86%
Kansas	15,250	21,038	22,644	35	30	29	88%	89%	90%
Kentucky	15,580	20,225	20,948	31	39	41	90%	86%	83%
Louisiana	14,900	19,491	20,460	39	45	45	86%	83%	81%
Maine	13,994	18,935	19,583	47	48	49	81%	80%	78%
Maryland	19,286	25,563	26,580	12	10	13	111%	109%	105%
Massachusetts	18,288	24,618	26,800	16	15	11	105%	105%	106%
Michigan	21,057	28,440	29,461	4	3	5	121%	121%	117%
Minnesota	17,182	25,453	27,360	22	12	9	99%	108%	108%
Mississippi	13,000	15,924	18,472	51	51	50	75%	68%	73%
Missouri	15,422	20,452	21,974	33	37	36	89%	87%	87%
Montana	15,967	21,749	22,482	28	27	31	92%	92%	89%
Nebraska	14,675	19,781	20,834	41	43	42	85%	84%	83%
Nevada	17,700	22,518	25,606	18	24	20	102%	96%	101%
New Hampshire	14,109	18,577	20,263	44	49	47	81%	79%	80%
New Jersey	18,300	25,125	28,000	15	13	7	105%	107%	111%
New Mexico	16,944	21,811	22,526	23	26	30	98%	93%	89%
New York	21,316	28,213	30,490	3	4	3	123%	120%	121%
North Carolina	15,858	20,812	22,476	29	33	32	91%	88%	89%
North Dakota	14,881	20,088	20,815	40	41	43	86%	85%	82%
Ohio	16,200	23,000	24,988	26	20	21	93%	98%	99%
Oklahoma	14,640	19,974	22,444	43	42	33	84%	85%	89%
Oregon	18,500	24,378	25,664	14	18	18	107%	104%	102%
Pennsylvania	17,690	24,192	26,006	19	19	16	102%	103%	103%
Rhode Island	19,803	27,693	29,470	9	5	4	114%	118%	117%
South Carolina	14,108	20,143	21,428	45	40	39	81%	86%	85%
South Dakota	13,636	17,380	18,095	48	50	51	79%	74%	72%
Tennessee	14,073	20,474	21,800	46	35	38	81%	87%	86%
Texas	15,715	22,610	24,419	30	23	23	91%	96%	97%
Utah	16,612	21,170	22,229	25	29	35	96%	90%	88%
Vermont	13,235	18,996	20,379	50	47	46	76%	81%	81%
Virginia	14,649	21,277	23,388	42	28	26	84%	90%	93%
Washington	20,702	25,505	26,182	6	11	14	119%	108%	104%
West Virginia	14,948	19,563	20,625	38	44	44	86%	83%	82%
Wisconsin	20,062	24,577	26,720	8	16	12	116%	104%	106%
Wyoming	20,438	26,499	27,461	7	7	8	118%	113%	109%
U.S. Average/Total	$17,364	$23,550	$25,240				100%	100%	100%

TABLE I-4
American Federation of Teachers Salary Report
AVERAGE SALARY OF TEACHERS COMPARED TO ANNUAL EARNINGS IN THE PRIVATE SECTOR, 1986

Rank	State	Annual Earnings		Ratio of Teachers To Private Sector
		Teachers	Private Sector	
1	Rhode Island	$29,470	$16,644	1.77
2	Hawaii	26,038	16,845	1.55
3	Wisconsin	26,720	17,565	1.52
4	Alaska	41,647	28,489	1.46
5	Montana	22,482	15,526	1.45
6	Maryland	26,580	18,546	1.43
7	Nevada	25,606	17,922	1.43
8	Wyoming	27,461	19,255	1.43
9	Minnesota	27,360	19,256	1.42
10	Oregon	25,664	18,154	1.41
11	Washington	26,182	18,810	1.39
12	California	29,258	21,324	1.37
13	Pennsylvania	26,006	19,041	1.37
14	South Carolina	21,428	15,762	1.36
15	Massachusetts	26,800	19,764	1.36
16	Colorado	25,892	19,133	1.35
17	New York	30,490	22,536	1.35
18	North Dakota	20,815	15,409	1.35
19	Florida	22,250	16,491	1.35
20	Nebraska	20,834	15,470	1.35
21	North Carolina	22,476	16,770	1.34
22	New Mexico	22,526	16,835	1.34
23	Kansas	22,644	16,980	1.33
24	Iowa	21,802	16,406	1.33
25	D.C.	32,067	24,247	1.32
26	Arizona	23,931	18,121	1.32
27	South Dakota	18,095	13,702	1.32
28	Illinois	27,172	20,702	1.31
29	Alabama	22,934	17,496	1.31
30	New Jersey	28,000	21,368	1.31
31	Michigan	29,461	22,748	1.30
32	Virginia	23,388	18,091	1.29
33	Tennessee	21,800	17,021	1.28
34	Idaho	20,971	16,546	1.27
35	Georgia	23,046	18,247	1.26
36	Delaware	24,625	19,529	1.26
37	Utah	22,229	17,685	1.26
38	Ohio	24,988	19,881	1.26
39	Vermont	20,379	16,239	1.25
40	Arkansas	19,926	15,918	1.25
41	Indiana	24,248	19,382	1.25
42	Oklahoma	22,444	17,967	1.25
43	Mississippi	18,472	14,939	1.24
44	Connecticut	26,898	21,857	1.23
45	Maine	19,583	15,922	1.23
46	Kentucky	20,948	17,572	1.19
47	Texas	24,419	20,490	1.19
48	New Hampshire	20,263	17,530	1.16
49	Missouri	21,974	19,208	1.14
50	West Virginia	20,625	18,591	1.11
51	Louisiana	20,460	18,687	1.09
	U.S. Average/Total	$25,240	$19,488	1.30

TABLE I-5
American Federation of Teachers Salary Report
AVERAGE TEACHER SALARY COMPARED TO AVERAGE WORKER EARNINGS, 1981

State	Teacher Avg.Sal 1980-81	Private Annual Earnings 1981	Ratio of Teachers To Private Sector	Rank 1981	Rank 1986	Rank Change 1981-86
Hawaii	$20,993	$13,567	1.55	1	2	-1
Rhode Island	19,803	13,031	1.52	2	1	1
Wisconsin	20,062	14,758	1.36	3	3	0
Maryland	19,286	14,795	1.30	4	6	-2
D.C.	22,823	17,665	1.29	5	25	-20
New York	21,316	17,129	1.24	6	16	-10
Washington	20,702	16,841	1.23	7	10	-3
Massachusetts	18,288	14,896	1.23	8	14	-6
North Carolina	15,858	12,978	1.22	9	20	-11
Oregon	18,500	15,198	1.22	10	9	1
New Mexico	16,944	14,122	1.20	11	21	-10
California	19,648	16,489	1.19	12	11	1
Montana	15,967	13,693	1.17	13	5	8
Wyoming	20,438	17,565	1.16	14	8	6
Nevada	17,700	15,274	1.16	15	7	8
Arizona	17,359	15,011	1.16	16	26	-10
South Dakota	13,636	11,799	1.16	17	27	-10
Michigan	21,057	18,345	1.15	18	31	-13
Minnesota	17,182	15,024	1.14	19	9	10
Illinois	19,518	17,095	1.14	20	28	-8
Pennsylvania	17,690	15,521	1.14	21	12	9
Iowa	16,150	14,296	1.13	22	24	-2
Florida	15,404	13,638	1.13	23	18	5
Alaska	29,000	25,742	1.13	24	4	20
Maine	13,994	12,465	1.12	25	45	-20
Delaware	18,625	16,698	1.12	26	36	-10
Utah	16,612	14,920	1.11	27	37	-10
Nebraska	14,675	13,230	1.11	28	19	9
New Jersey	18,300	16,565	1.10	29	30	-1
Colorado	17,734	16,112	1.10	30	15	15
Alabama	15,150	13,852	1.09	31	29	2
South Carolina	14,108	12,915	1.09	32	13	19
North Dakota	14,881	13,673	1.09	33	17	16
Georgia	15,444	14,224	1.09	34	35	-1
Idaho	15,146	14,071	1.08	35	34	1
New Hampshire	14,109	13,293	1.06	36	48	-12
Kentucky	15,580	14,719	1.06	37	46	-9
Indiana	16,878	15,958	1.06	38	41	-3
Connecticut	17,440	16,504	1.06	39	44	-5
Kansas	15,250	14,475	1.05	40	22	18
Virginia	14,649	13,940	1.05	41	32	9
Arkansas	13,270	12,818	1.04	42	40	2
Vermont	13,235	12,807	1.03	43	39	4
Mississippi	13,000	12,634	1.03	44	43	1
Tennessee	14,073	13,688	1.03	45	33	12
Missouri	15,422	15,051	1.02	46	49	-3
Ohio	16,200	16,500	0.98	47	38	9
Texas	15,715	16,475	0.95	48	47	1
West Virginia	14,948	16,168				
Oklahoma	14,640	15,889	0.92	49	50	-1
Louisiana	14,900	16,468	0.90	51	51	0
U.S. Average/Total	$17,364	$15,654	1.13			

TABLE I-6
American Federation of Teachers Salary Report
STATE RANKINGS BY 1985-86 AVERAGE TEACHER SALARY ADJUSTED FOR INTERSTATE VARIATION IN THE COST OF LIVING

State	Average Salary	Cost of Living Index*	Adjusted Average Salary	Adjusted Rank	Original Rank
D.C.	$32,067	111.2	$28,837	1	2
Michigan	29,461	107.1	27,508	2	5
Rhode Island	29,470	110.1	26,767	3	4
Wyoming	27,461	104.4	26,304	4	8
Texas	24,419	93.0	26,257	5	23
New York	30,490	117.4	25,971	6	3
Pennsylvania	26,006	101.2	25,698	7	17
California	29,258	114.6	25,531	8	6
Minnesota	27,360	107.2	25,522	9	13
Wisconsin	26,720	106.0	25,208	10	10
Illinois	27,172	109.5	24,815	11	28
Alabama	22,934	92.6	24,767	12	33
Oklahoma	22,444	91.2	24,610	13	19
Oregon	25,664	104.3	24,606	14	16
Colorado	25,892	106.9	24,221	15	15
Washington	26,182	108.6	24,109	16	27
Georgia	23,046	96.2	23,956	17	32
North Carolina	22,476	93.9	23,936	18	9
Indiana	24,248	102.4	23,680	19	24
Ohio	24,988	106.4	23,485	20	21
Virginia	23,388	99.7	23,458	21	26
Massachusetts	26,800	114.5	23,406	22	12
Tennessee	21,800	93.2	23,391	23	38
South Carolina	21,428	94.0	22,796	24	39
West Virginia	20,625	90.6	22,765	25	44
Kansas	22,644	99.7	22,712	26	29
Arizona	23,931	105.4	22,705	27	25
Florida	22,250	98.0	22,704	28	34
New Jersey	28,000	124.0	22,581	29	7
Nevada	25,606	113.6	22,540	30	20
New Mexico	22,526	101.1	22,281	31	30
Maryland	26,580	120.4	22,076	32	14
Arkansas	19,926	90.9	21,921	33	48
Montana	22,482	102.8	21,870	34	31
Iowa	21,802	101.6	21,459	35	37
Missouri	21,974	102.6	21,417	36	36
Louisiana	20,460	95.8	21,357	37	45
Utah	22,229	105.1	21,150	38	35
Connecticut	26,898	127.8	21,047	39	11
Delaware	24,625	118.1	20,851	40	22
Kentucky	20,948	100.6	20,823	41	41
Nebraska	20,834	101.3	20,567	42	42
Idaho	20,971	102.5	20,460	43	40
Mississippi	18,472	91.1	20,277	44	50
North Dakota	20,815	103.5	20,111	45	43
Maine	19,583	97.6	20,065	46	49
Vermont	20,379	107.6	18,940	47	46
South Dakota	18,095	99.7	18,149	48	51
New Hampshire	20,293	113.3	17,884	49	47
U.S. Average/Total	$25,240	100.0			

*Source: Walter W. McMahon and Carroll Melton,"Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, p. 331.
No cost of living index calculated for Hawaii and Alaska.

TABLE I-7
American Federation of Teachers Salary Report
TRENDS IN STATE EMPLOYEE COMPENSATION PACKAGES AND IN AVERAGE TEACHER SALARIES, 1983-84 TO 1985-86

	State Employee Compensation Packages				Average Teacher Salary Increases			
	Percent Increase			Rank	Percent Increase			Rank
State	1983-84 to 1984-85	1984-85 to 1985-86	1983-84 to 1985-86	1983-84 to 1985-86	1983-84 to 1984-85	1984-85 to 1985-86	1983-84 to 1985-86	1983-84 to 1985-86
Alabama	10.0%	0.0%	10.0%	25	9.1%	13.0%	23.3%	2
Alaska	0.0%	5.0%	5.0%	48	9.6%	7.0%	17.3%	14
Arizona	7.4%	6.5%	14.4%	8	4.7%	5.6%	10.6%	41
Arkansas	9.3%	0.0%	9.3%	28	9.6%	4.3%	14.4%	26
California	10.0%	6.5%	17.2%	6	9.9%	7.2%	17.8%	12
Colorado	7.7%	5.3%	13.4%	12	5.1%	5.9%	11.2%	36
Connecticut	5.0%	5.5%	10.8%	20	9.7%	8.4%	18.9%	9
Delaware	5.5%	6.5%	12.4%	14	6.5%	10.5%	17.6%	13
D.C.	4.2%	4.7%	9.1%	29	11.0%	4.4%	15.9%	22
Florida	4.3%	5.0%	9.5%	26	6.9%	6.8%	14.1%	28
Georgia	8.5%	11.5%	21.0%	2	10.6%	11.8%	23.7%	1
Hawaii	2.0%	5.0%	7.1%	39	6.1%	0.8%	6.9%	50
Idaho	7.0%	0.0%	7.0%	40	13.3%	2.4%	16.0%	20
Illinois	5.5%	6.5%	12.4%	15	6.1%	5.8%	12.2%	33
Indiana	8.0%	5.0%	13.4%	10	6.1%	6.1%	12.6%	31
Iowa	6.6%	2.6%	9.4%	27	4.3%	3.8%	8.2%	45
Kansas	5.5%	5.3%	11.1%	19	8.4%	7.6%	16.7%	17
Kentucky	2.0%	3.0%	5.1%	46	2.9%	3.6%	6.6%	51
Louisiana	2.9%	2.9%	5.9%	42	5.9%	5.0%	11.2%	37
Maine	3.5%	5.0%	8.7%	31	9.3%	3.4%	13.0%	30
Maryland	6.0%	5.5%	11.8%	17	6.3%	4.0%	10.5%	42
Massachusetts	6.0%	7.0%	13.4%	9	6.3%	8.9%	15.7%	23
Michigan	5.0%	4.9%	10.1%	22	4.8%	3.6%	8.6%	44
Minnesota	5.0%	3.5%	8.7%	30	4.5%	7.5%	12.4%	32
Mississippi	0.0%	10.0%	10.0%	24	0.7%	16.0%	16.8%	16
Missouri	7.0%	8.0%	15.6%	7	6.1%	7.4%	14.0%	29
Montana	4.0%	1.8%	5.8%	43	3.6%	3.4%	7.1%	49
Nebraska	5.0%	3.0%	8.2%	34	5.3%	5.3%	10.9%	39
Nevada	10.5%	18.0%	30.4%	1	0.7%	13.7%	14.5%	25
New Hampshire	6.0%	5.0%	11.3%	18	6.9%	9.1%	16.6%	18
New Jersey	8.5%	8.5%	17.7%	5	8.0%	11.4%	20.4%	7
New Mexico	6.0%	2.0%	8.1%	35	3.8%	3.3%	7.3%	47
New York	8.0%	4.5%	12.9%	13	3.3%	8.1%	11.6%	35
North Carolina	10.0%	8.0%	18.8%	3	13.7%	8.0%	22.7%	4
North Dakota	2.0%	5.5%	7.6%	38	4.3%	3.6%	8.1%	46
Ohio	0.0%	4.0%	4.0%	50	5.1%	8.6%	14.2%	27
Oklahoma	0.0%	8.0%	8.0%	36	7.5%	12.4%	20.8%	6
Oregon	0.0%	5.0%	5.0%	49	5.3%	5.3%	10.8%	40
Pennsylvania	3.0%	2.5%	5.6%	44	6.6%	7.5%	14.5%	24
Rhode Island	5.9%	5.8%	12.0%	16	9.3%	6.4%	16.3%	19
South Carolina	8.0%	5.0%	13.4%	11	15.9%	6.4%	23.3%	3
South Dakota	4.0%	4.0%	8.2%	33	5.5%	4.1%	9.8%	43
Tennessee	2.0%	0.0%	2.0%	51	12.2%	6.5%	19.5%	8
Texas	3.0%	3.0%	6.1%	41	12.1%	8.0%	21.1%	5
Utah	5.0%		5.0%	47	5.8%	5.0%	11.1%	38
Vermont	3.5%	4.0%	7.6%	37	8.1%	7.3%	16.0%	21
Virginia	9.6%	7.6%	17.9%	4	8.1%	9.9%	18.9%	10
Washington	8.4%	0.0%	8.4%	32	4.4%	2.7%	7.2%	48
West Virginia	5.0%	5.0%	10.3%	21	11.9%	5.4%	17.9%	11
Wisconsin	3.8%	6.0%	10.1%	23	7.7%	8.7%	17.1%	15
Wyoming	0.1%	5.0%	5.1%	45	8.2%	3.6%	12.1%	34
U.S. Average/Total					7.2%	7.2%	14.9%	

II. Trends in Teacher Salaries Compared to Other Workers and Professions

Trends in Teacher Salaries Compared to Inflation. The purchasing power of teachers, measured in 1986 dollars according to the Consumer Price Index for All Urban Consumers, has risen nearly $4,000 since 1981. As shown in Table II-1 and Figure 1, purchasing power for teachers has been nearly restored to the peak purchasing power period of 1971-73. In 1956, the average teacher salary was $16,564 (in 1986 dollars) -- about two-thirds of the current salary level. During the periods of rapid inflation in the mid-1970s and early 1980s, as shown in Figure 1, the average teacher salary increase fell at the onset of inflation, but increased as inflation waned. The current real wage gains experienced by teachers may be a product of this adjustment lag.

Trends in Teacher Salaries Compared to the Average Annual Earnings of All Workers. The ratio of teacher salaries to the mean average annual earnings of the full-time, non-agricultural worker, 1.12 in 1985, is at its highest level since 1973, as shown in Table II-1. The ratio has been as high as 1.14 in 1971. The ratio has been as low as 1.00 in 1957, and fell to 1.01 as recently as 1981. Figure 2 illustrates these trends.

The teacher/average worker ratio is an index and should not be interpreted as a target for teacher salaries. Some economic forces, such as inflation and economic growth or stagnation affect all workers in the economy. Consequently, merely adjusting for inflation does not adequately describe the financial well-being of teachers. Had teacher purchasing power remained the same since 1956, teachers would be earning far less than the average worker. Furthermore, as the productivity of the economy increases and the value of all labor rises, teachers should share equally in economy-wide gains in productivity, roughly measured by the real increase in the annual earnings of the average full-time worker.

Trends in Teacher Salaries Compared to the Average Annual Salaries of All Government Workers. More stability exists between the salaries of teachers and the earnings of all federal, state, and local government workers, with teachers having a 4 percent advantage in both 1956 and 1985. Teachers outpaced government workers over the 1970s, with the ratio of teacher to government worker salaries rising to 1.11 in 1968. During the 1970s, however, government workers fared much better than teachers and the ratio fell to .99 by 1981.

Trends in Teacher Salaries Adjusted for Work Experience. Though it appears that teacher salaries are close to the highest levels ever, the average teacher in 1986 has more experience -- 16.5 years -- than at any time over the past three decades, as shown in Table II-2, and probably more experience than at any time in U.S. history. Clearly, the rapid rise in teacher salaries over the past five years is due primarily to layoffs of low paid teachers and minimal hiring of beginning teachers. The AFT's 1983 Salary Report noted, "...some portion of the perceived increase is due to the drastic retrenchments that have taken place throughout the country. With state and local revenue shortfalls created by the current economic conditions and carried over from tax limitation efforts, the districts have resorted to reductions in force to avoid budget deficits. Typically, the employee who is laid off is a teacher who is new to the system and paid at a lower level than a career teacher. For this reason, the average salary figures may misrepresent the apparent advancement made by teachers."

With an estimated 16.5 years of experience, the average teacher earned $24,326 in 1986. During the peak earning year of 1973, the average teacher earned $24,753 (in 1986 dollars), but had only 10.5 years of experience. If a year of experience yields about 2.5 percent more on the salary schedule, a teacher with 16.8 years of experience in 1972 earned approximately $29,649 (in 1986 dollars) -- $4,000 more than teachers with 16.8 years of experience in 1986. Adjustments for other years appear in Table II-2 and are graphed in Figure 3. Clearly teacher dissatisfaction with their salaries seems legitimate from this perspective.

Trends in Teacher Salaries Compared to the Annual Earning of Male and Female Workers. The workforce has changed substantially over the past 30 years. Since 1961, both the average worker and average teacher have gained about one year of education, and teachers still have four more years of education than the average worker. The influx of female workers in the labor force might make comparisons to the average worker problematic. An influx of low-paid part-time female workers could invalidate the use of the teacher/average worker ratio as an index by which to evaluate trends in teacher salaries. Since the labor force participation rate of men has changed little, a comparison to full-time male workers may be more appropriate.

Male workers in the U.S. economy enjoyed approximately a 20 percent advantage over teachers during the 1960s as shown in Table III-3 and graphed in Figure 4. The advantage grew to 33 percent over the 1970s as the salaries of teachers deteriorated, but returned to only a 17 percent advantage in 1985.

The earnings of the average full-time, year-around female worker, however, have slowly gained on teacher salaries over the past 15 years, rising from 55 percent of the average teacher salary in 1983, to 63 percent by 1985 -- despite the recovery of teacher salaries in the early 1980s. While it is well-known

that the average earnings of women in the early 1980s outpaced even the rapid recovery of teacher salaries.

Trends in Average Teacher Salaries Compared to Selected White Collar Occupations. The relationship of salaries in other white collar occupations to each other changed little over the past 25 years as shown in Tables II-4 through II-6. The job categories described in the tables and figure, such as Accountant "III" or Chemist "IV" contains the accountant or chemist who had earnings in the middle of the income distribution for all accounts or chemists. The figures in Tables II-4 through II-6 are the average of all people in that job category, such as Accountant III or Chemist IV. Lawyers earned about double the average teacher salary, chemists and engineers about 70 percent more, and auditors and accountants about 40 percent more. Salaries in other white collar occupations deteriorated relative to teacher salaries through the mid-1970s. Other white collar occupations gained sharply on teachers from the mid-1970s until 1982, but in just the past three years, most of this gain has been erased. In 1956, teachers earned less relative to all of the occupations described in the tables.

Teacher Salary Increases Compared to Settlements in the Private Sector. Trends in average and beginning salaries for teachers are compared to the mean annual rate of adjustment over the life of settlements negotiated in the private sector in Table II-7 and Figure 6. One problem in making this comparison is that the teacher figures represent a combination of contracts that are one, two, or three years old, while all of the labor contracts are new. This partly accounts for the lag in adjustment to inflation shown in Figure 6.

During the 1970s, teacher salaries and labor settlements moved closely with each other. Over the last six years, however, both beginning and average teacher salaries have easily outpaced negotiated settlements in the private sector. While the higher average salary of teachers may be largely a product of layoffs and a more experienced workforce, beginning salaries have also shown consistently greater increases than in private sector labor settlements.

Salaries of Nonteaching Personnel. The average teacher salary increase since 1974-75 has been more than the increase of any category of nonteaching personnel shown in Table II-8, except central office secretaries and cafeteria workers. Superintendents up 100 percent and high school principals up 90 percent have lost ground to teachers whose salaries rose 120 percent. Though no data on age exists, the closing of the teacher-administrator salary gap probably reflects the rapid increase in teacher experience over the decade. Beginning teacher salaries (not shown), for example, rose only 104 percent. Clearly, hourly workers have experienced hourly wage gains more akin to teacher salary gains than to the gains made

by their counterparts in the private sector. Settlements in the nonmanufacturing private sector have been running at about 3.5 to 4.5 percent over the past four years, while instructional aides, custodians, cafeteria workers and bus drivers have experienced gains of 4.5 to 8 percent.

TABLE II-1
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS

	Mean Teacher Salary	CPI	Mean Annual Earnings (1986 Dollars)			Ratio of Teacher Salary to Earnings of	
			Teachers	All Workers	Government Workers	All Workers	Government Workers
1986	$15,240	332.5	$25,240				
1985	23,572	322.2	24,326	$21,636	$23,322	1.12	1.04
1984	21,974	311.1	23,486	21,464	22,934	1.09	1.02
1983	20,547	297.4	22,972	21,757	22,654	1.06	1.01
1982	18,945	288.6	21,827	21,300	21,784	1.02	1.00
1981	17,364	272.3	21,203	21,031	21,325	1.01	0.99
1980	16,100	247	21,673	21,249	21,456	1.02	1.01
1979	14,970	217.7	22,864	21,900	22,401	1.04	1.02
1978	14,207	195.3	24,188	22,596	23,420	1.07	1.03
1977	13,352	181.8	24,420	22,640	23,639	1.08	1.03
1976	12,591	170.5	24,554	22,661	23,729	1.08	1.03
1975	11,690	161.2	24,112	22,351	23,619	1.08	1.02
1974	10,778	147.7	24,263	22,487	23,948	1.08	1.01
1973	10,176	133.1	25,421	22,748	24,896	1.12	1.02
1972	9,705	125.3	25,753	22,848	25,018	1.13	1.03
1971	9,269	121.3	25,408	22,225	23,541	1.14	1.08
1970	8,635	116.3	24,687	21,625	22,903	1.14	1.08
1969	7,952	109.8	24,081	21,485	21,770	1.12	1.11
1968	7,423	104.2	23,687	21,242	21,434	1.12	1.11
1967	6,830	100	22,710	20,715	20,688	1.10	1.10
1966	6,485	97.2	22,184	20,412	20,313	1.09	1.09
1965	6,195	94.5	21,797	20,091	20,115	1.08	1.08
1964	5,995	92.9	21,457	19,696	19,642	1.09	1.09
1963	5,732	91.7	20,784	19,011	18,873	1.09	1.10
1962	5,515	90.6	20,240	18,588	18,324	1.09	1.10
1961	5,275	89.6	19,575	18,124	18,031	1.08	1.09
1960	4,995	88.7	18,724	17,780	17,528	1.05	1.07
1959	4,797	87.3	18,270	17,497	17,135	1.04	1.07
1958	4,571	86.6	17,550	16,798	16,617	1.04	1.06
1957	4,239	84.3	16,720	16,684	15,954	1.00	1.05
1956	4,055	81.4	16,564	16,564	15,898	1.00	1.04

Figure 1

Annual Rate of Increase in Teacher Salaries Compared to the Consumer Price Index

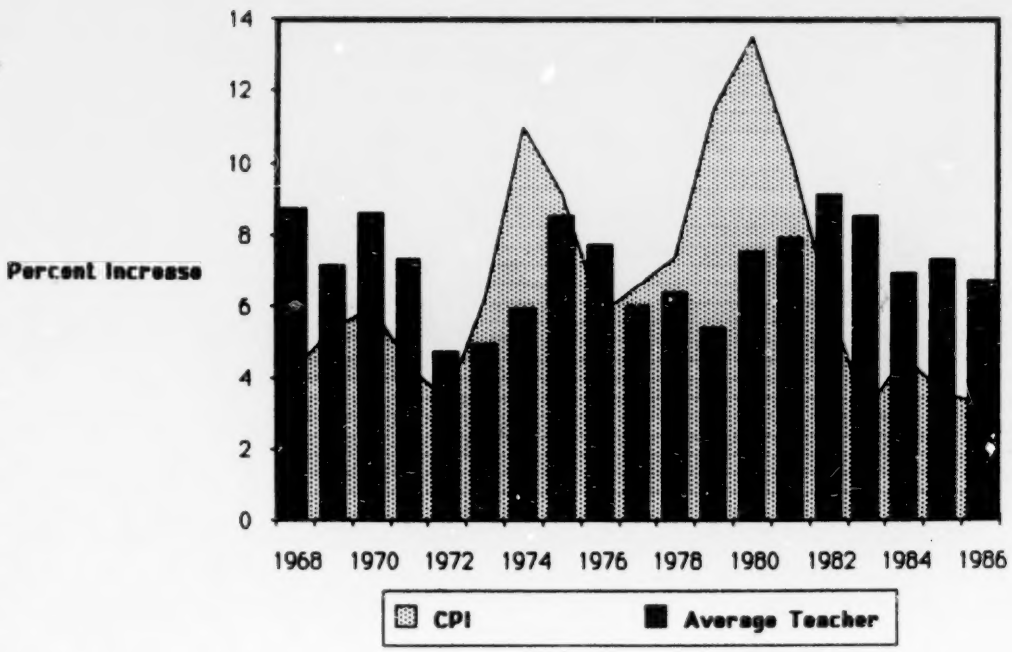


Figure 2

Trends in Annual Earnings of Teachers, Government Workers, and All Workers

(Mean Annual Earnings in 1986 dollars)

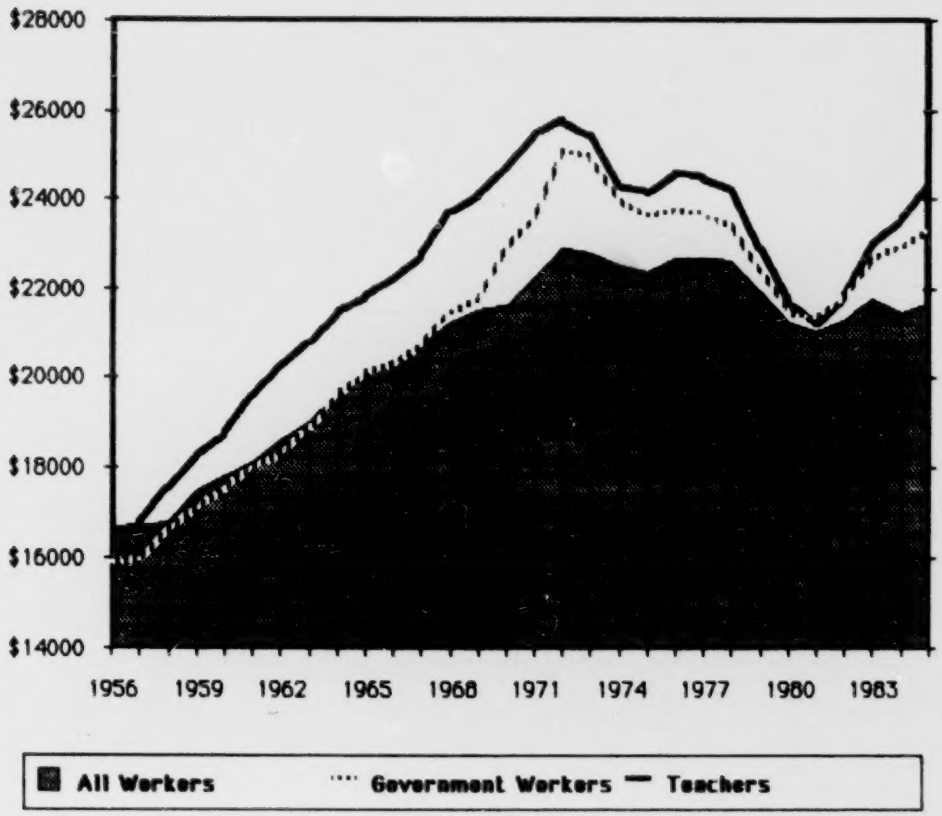


TABLE II-2
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS ADJUSTING FOR TEACHER EXPERIENCE

	Mean Annual Earnings (1986 Dollars)		Mean Experience of Teachers	Adjustment Index*	Adjusted Teacher Salary
	Teachers	All Workers			
1985	24,326	21,636	16.5	1.01	24,478
1984	23,486	21,464	15.8	1.02	24,043
1983	22,972	21,757	15.0	1.04	23,977
1982	21,827	21,300	14.2	1.06	23,218
1981	21,203	21,031	13.2	1.09	23,085
1980	21,673	21,249	12.2	1.11	24,138
1979	22,864	21,900	11.5	1.13	25,865
1978	24,188	22,596	11.0	1.14	27,665
1977	24,420	22,640	10.5	1.16	28,236
1976	24,554	22,661	10.0	1.17	28,698
1975	24,112	22,351	10.1	1.17	28,121
1974	24,263	22,487	10.3	1.16	28,176
1973	25,421	22,748	10.5	1.16	29,393
1972	25,753	22,848	10.7	1.15	29,649
1971	25,408	22,225	11.0	1.14	29,060
1970	24,687	21,625	11.2	1.14	28,113
1969	24,081	21,485	11.4	1.13	27,301
1968	23,687	21,242	11.6	1.13	26,736
1967	22,710	20,715	11.8	1.12	25,520
1966	22,184	20,412	12.0	1.12	24,818
1965	21,797	20,091	12.2	1.11	24,277
1964	21,457	19,696	12.4	1.11	23,790
1963	20,784	19,011	12.6	1.10	22,940
1962	20,240	18,588	12.8	1.10	22,239
1961	19,575	18,124	13.0	1.09	21,410

*This index equates salaries to 16.5 years of experience by adding 2.5 percent to the average salary for the difference between 16.5 years and the actual mean experience.

Figure 3

Trends in Annual Earnings of Teachers Controlling for Work Experience

(Mean Annual Earnings in 1986 dollars)

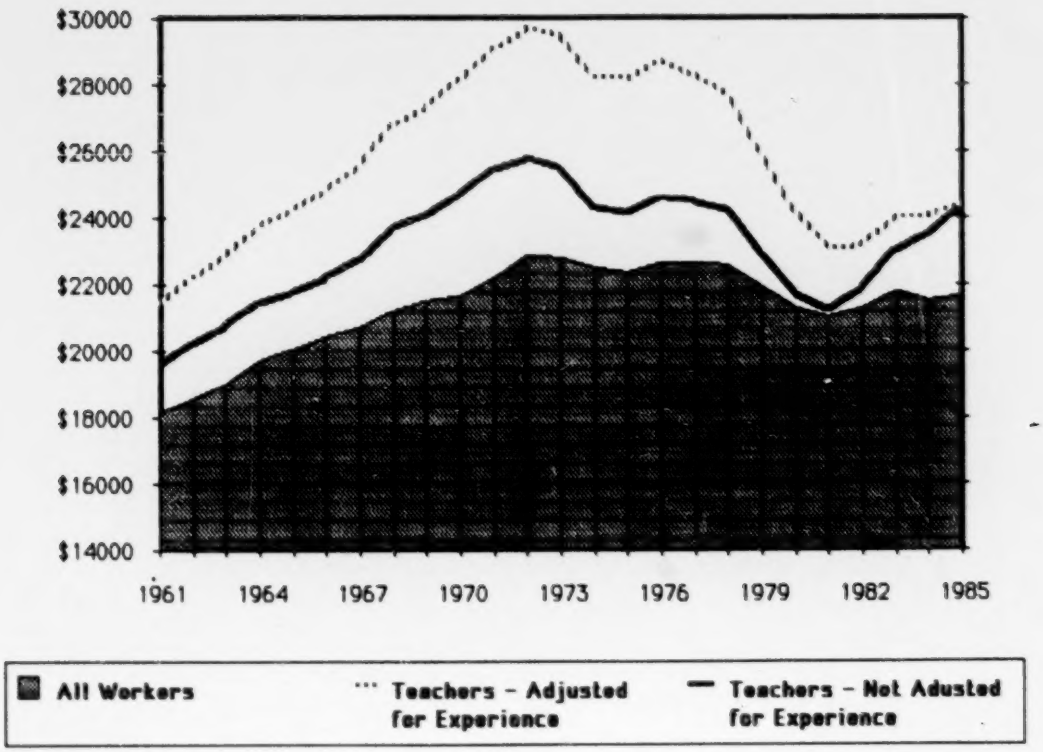


TABLE II-3
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL MONEY INCOME OF MALE AND FEMALE INDIVIDUALS

	Mean Teacher Salary	Mean Annual Money Income (1986 Dollars)			Proportion of Teacher Salary Earned by:		Annual Percent Increase in Nominal Dollars		
		Teachers	Full-time Workers Men	Full-time Workers Women	Full-time Workers Men	Full-time Workers Women	Teachers	Full-time Workers Men	Full-time Workers Women
1986	$25,240	$25,240					6.7%		
1985	23,572	24,326	$28,576	$17,987	1.17	0.63	7.3%	4.4%	5.6%
1984	21,974	23,486	28,349	17,640	1.21	0.62	6.9%	3.0%	3.2%
1983	20,547	22,972	28,791	17,882	1.25	0.62	8.5%	3.8%	5.6%
1982	18,945	21,827	28,583	17,445	1.31	0.61	9.1%	6.8%	9.2%
1981	17,364	21,203	28,352	16,936	1.34	0.60	7.9%	8.3%	8.9%
1980	16,100	21,673	28,856	17,138	1.33	0.59	7.5%	7.4%	11.2%
1979	14,970	22,864	30,475	17,485	1.33	0.57	5.4%	9.0%	10.0%
1978	14,207	24,188	31,164	17,711	1.29	0.57	6.4%	8.1%	9.1%
1977	13,352	24,420	30,962	17,439	1.27	0.56	6.0%	7.8%	6.5%
1976	12,591	24,554	30,619	17,466	1.25	0.57	7.7%	6.7%	8.4%
1975	11,690	24,112	30,350	17,042	1.26	0.56	8.5%	7.0%	7.5%
1974	10,778	24,263	30,970	17,298	1.28	0.56	5.9%	9.0%	11.2%
1973	10,176	25,421	31,521	17,265	1.24	0.55	4.9%	7.0%	5.9%
1972	9,705	25,753	31,305	17,318	1.22	0.55	4.7%	8.9%	6.8%
1971	9,269	25,408	29,697	16,746	1.17	0.56	7.3%	5.1%	4.3%
1970	8,635	24,687	29,482	16,742	1.19	0.57	8.6%	5.9%	8.3%
1969	7,952	24,081	29,486	16,368	1.22	0.56	7.1%	10.9%	13.5%
1968	7,423	23,687	28,026	15,202	1.18	0.54	8.7%	9.5%	7.9%
1967	6,830	22,710	26,676	14,677	1.17	0.55	5.3%	1.0%	3.3%
1966	6,485	22,184	27,182	14,617	1.23	0.54	4.7%	5.8%	5.2%
1965	6,195	21,797	26,431	14,285	1.21	0.54	3.3%	6.5%	2.9%
1964	5,995	21,457	25,254	14,127	1.18	0.56	4.6%	3.6%	4.4%
1963	5,732	20,784	24,696	13,710	1.19	0.56	3.9%	3.6%	4.9%
1962	5,515	20,240	24,137	13,223	1.19	0.55	4.5%	1.4%	1.7%
1961	5,275	19,575	24,069	13,152	1.23	0.55	5.6%	5.7%	4.3%
1960	4,995	18,724	23,001	12,734	1.23	0.55	4.1%	5.4%	2.1%
1959	4,797	18,270	22,182	12,668	1.21	0.57	4.9%	5.8%	4.2%
1958	4,571	17,550	21,140	12,256	1.20	0.58	7.8%	5.0%	5.5%
1957	4,239	16,720	20,688	11,935	1.24	0.58	4.5%	4.2%	4.3%
1956	4,055	16,564	20,555	11,854	1.24	0.58			

Figure 4

Annual Money Income of Male and Female Full-Time Workers Compared to Teacher Salaries

(Annual Money Income of Male and Female Individuals Working Full-time as a Proportion of the Average Teacher Salary)

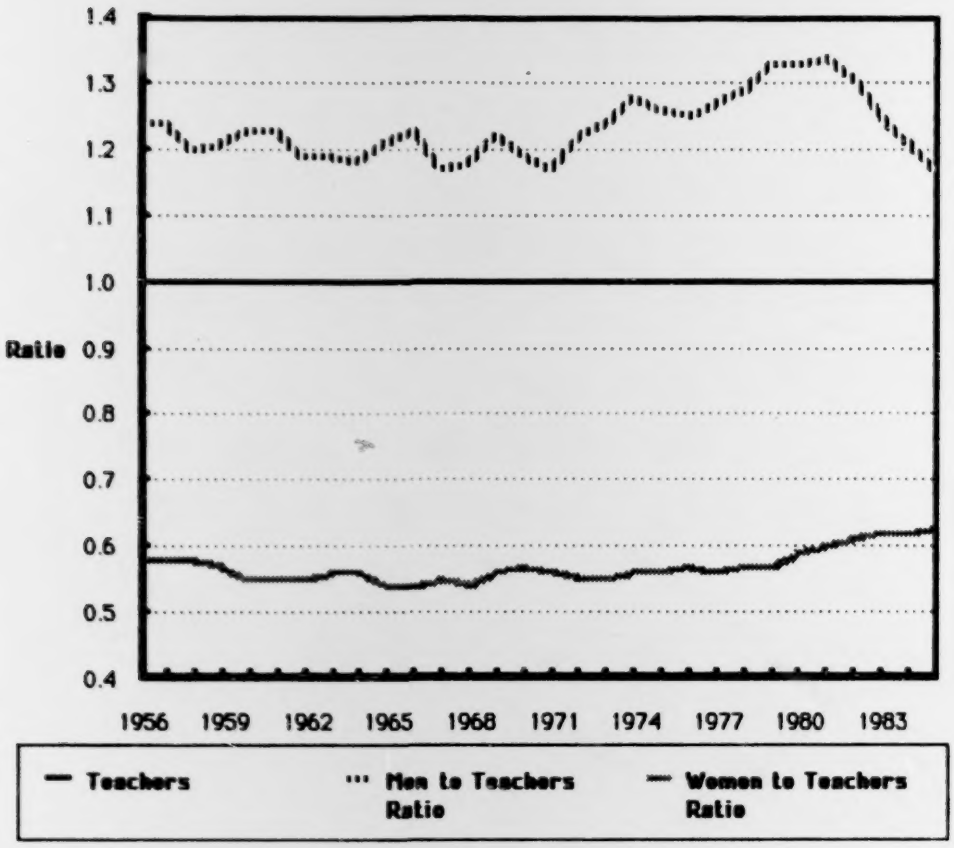


TABLE II-4
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS

	Mean Teacher Salary	Account-ant III	Auditor III	Attorney III	Job Analyst III	Chemist IV	Engineer IV	Engineering Technician III
1986	$25,240							
1985	23,572	$30,037	$31,246	$47,742	$29,905	$39,418	$40,991	$23,179
1984	21,974	28,721	30,209	44,743	27,987	37,643	39,005	22,351
1983	20,547	27,346	28,245	42,271	26,427	35,439	36,726	21,460
1982	18,945	25,673	26,502	39,649	25,028	34,047	34,443	20,219
1981	17,364	23,545	24,401	36,373	22,799	30,801	31,352	18,326
1980	16,100	21,299	22,026	33,034	21,484	27,681	28,486	16,756
1979	14,970	19,468	20,303	29,644	20,106	25,459	25,989	15,094
1978	14,207	18,115	18,756	27,738	18,354	23,532	23,972	14,062
1977	13,352	16,545	17,108	25,460	17,016	21,674	22,072	13,151
1976	12,591	15,428	16,059	24,205	16,091	20,429	20,749	12,258
1975	11,690	14,458	15,334	22,558	14,949	19,204	19,443	11,397
1974	10,778	13,285	14,341	21,082	13,921	17,283	17,929	10,491
1973	10,176	12,472	13,568	19,565	13,061	16,140	17,030	10,005
1972	9,705	11,879	12,881	18,392	12,526	15,670	16,159	9,507
1971	9,269	11,383	12,227	17,509	12,016	15,036	15,535	9,148
1970	8,635	10,686	11,475	16,884	11,183	14,218	14,695	8,541
1969	7,952	10,029	10,726	15,879	10,595	13,359	13,893	8,040
1968	7,423	9,367	9,977	15,283	10,401	12,751	13,095	7,596
1967	6,830	8,879	9,449	14,419	9,618	12,044	12,424	7,235
1966	6,485	8,328	8,904	14,052	9,432	11,448	11,784	6,984
1965	6,195	8,124	8,748	13,644	8,892	10,980	11,376	6,828
1964	5,995	7,908	8,520	12,816	8,544	10,632	11,016	6,672
1963	5,732	7,668	8,244	12,300	8,220	10,248	10,728	6,432
1962	5,515	7,416	7,932	11,844	8,004	9,936	10,248	6,252

TABLE II-5
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS: RATIO TO TEACHER SALARIES

	Teachers	Account-ant III	Auditor III	Attorney III	Job Analyst III	Chemist IV	Engineer IV	Engineering Technician III
1986	1.00							
1985	1.00	1.27	1.33	2.03	1.27	1.67	1.74	0.98
1984	1.00	1.31	1.37	2.04	1.27	1.71	1.78	1.02
1983	1.00	1.33	1.37	2.06	1.29	1.72	1.79	1.04
1982	1.00	1.36	1.40	2.09	1.32	1.80	1.82	1.07
1981	1.00	1.36	1.41	2.09	1.31	1.77	1.81	1.06
1980	1.00	1.32	1.37	2.05	1.33	1.72	1.77	1.04
1979	1.00	1.30	1.36	1.98	1.34	1.70	1.74	1.01
1978	1.00	1.28	1.32	1.95	1.29	1.66	1.69	0.99
1977	1.00	1.24	1.28	1.91	1.27	1.62	1.65	0.98
1976	1.00	1.23	1.28	1.92	1.28	1.62	1.65	0.97
1975	1.00	1.24	1.31	1.93	1.28	1.64	1.66	0.97
1974	1.00	1.23	1.33	1.96	1.29	1.60	1.66	0.97
1973	1.00	1.23	1.33	1.92	1.28	1.59	1.67	0.98
1972	1.00	1.22	1.33	1.90	1.29	1.61	1.67	0.98
1971	1.00	1.23	1.32	1.89	1.30	1.62	1.68	0.99
1970	1.00	1.24	1.33	1.96	1.30	1.65	1.70	0.99
1969	1.00	1.26	1.35	2.00	1.33	1.68	1.75	1.01
1968	1.00	1.26	1.34	2.06	1.40	1.72	1.76	1.02
1967	1.00	1.30	1.38	2.11	1.41	1.76	1.82	1.06
1966	1.00	1.28	1.37	2.17	1.45	1.77	1.82	1.08
1965	1.00	1.31	1.41	2.20	1.44	1.77	1.84	1.10
1964	1.00	1.32	1.42	2.14	1.43	1.77	1.84	1.11
1963	1.00	1.34	1.44	2.15	1.43	1.79	1.87	1.12
1962	1.00	1.34	1.44	2.15	1.45	1.80	1.86	1.13

Figure 5

Trends in Average Salaries

(Ratio of Average Salaries in Selected White Collar Professions to The Average Teacher Salary)

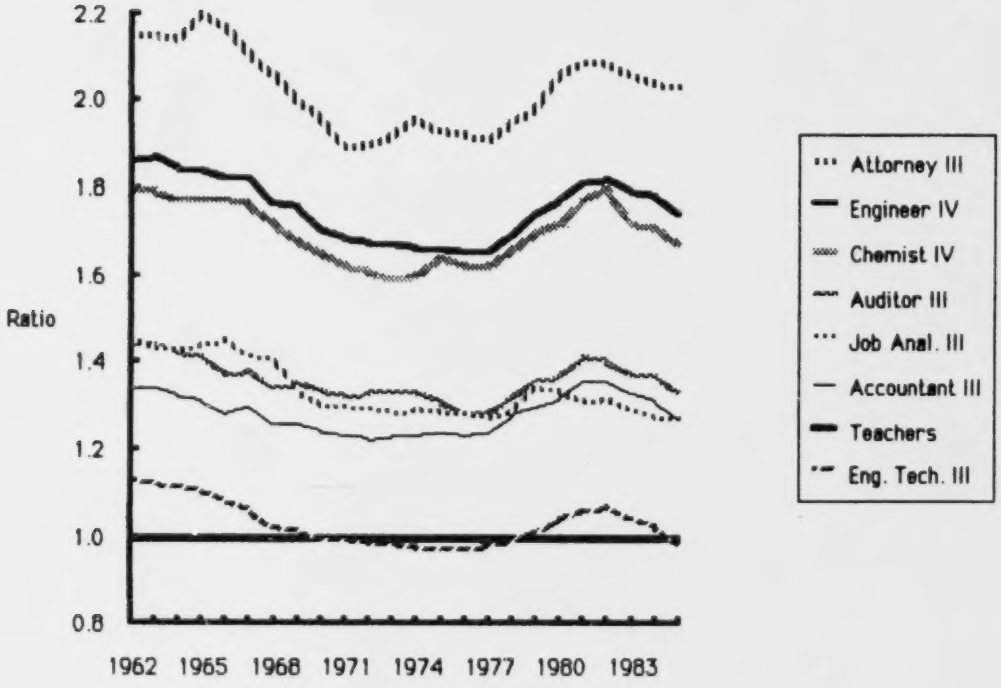


TABLE II-6
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE COLLAR OCCUPATIONS: ANNUAL PERCENT INCREASE

	Mean Teacher Salary	Account-ant III	Auditor III	Attorney III	Job Analyst III	Chemist IV	Engineer IV	Engineering Technician III
1986	7.1%							
1985	7.3%	4.6%	3.4%	6.7%	6.9%	4.7%	5.1%	3.7%
1984	6.9%	5.0%	7.0%	5.8%	5.9%	6.2%	6.2%	4.2%
1983	8.5%	6.5%	6.6%	6.6%	5.6%	4.1%	6.6%	6.1%
1982	9.1%	9.0%	8.6%	9.0%	9.8%	10.5%	9.9%	10.3%
1981	7.9%	10.5%	10.8%	10.1%	6.1%	11.3%	10.1%	9.4%
1980	7.5%	9.4%	8.5%	11.4%	6.9%	8.7%	9.6%	11.0%
1979	5.4%	7.5%	8.2%	6.9%	9.5%	8.2%	8.4%	7.3%
1978	6.4%	9.5%	9.6%	8.9%	7.9%	8.6%	8.6%	6.9%
1977	6.0%	7.2%	6.5%	5.2%	5.7%	6.1%	6.4%	7.3%
1976	7.7%	6.7%	4.7%	7.3%	7.6%	6.4%	6.7%	7.6%
1975	8.5%	8.8%	6.9%	7.0%	7.4%	11.1%	8.4%	8.6%
1974	5.9%	6.5%	5.7%	7.8%	6.6%	7.1%	5.3%	4.9%
1973	4.9%	5.0%	5.3%	6.4%	4.3%	3.0%	5.4%	5.2%
1972	4.7%	4.4%	5.3%	5.0%	4.2%	4.2%	4.0%	3.9%
1971	7.3%	6.5%	6.6%	3.7%	7.4%	5.8%	5.7%	7.1%
1970	8.6%	6.6%	7.0%	6.3%	5.5%	6.4%	5.8%	6.2%
1969	7.1%	7.1%	7.5%	3.9%	1.9%	4.8%	6.1%	5.8%
1968	8.7%	5.5%	5.6%	6.0%	8.1%	5.9%	5.4%	5.0%
1967	5.3%	6.6%	6.1%	2.6%	2.0%	5.2%	5.4%	3.6%
1966	4.7%	2.5%	1.8%	3.0%	6.1%	4.3%	3.6%	2.3%
1965	3.3%	2.7%	2.7%	6.5%	4.1%	3.3%	3.3%	2.3%
1964	4.6%	3.1%	3.3%	4.2%	3.9%	3.7%	2.7%	3.7%
1963	3.9%	3.4%	3.9%	3.9%	2.7%	3.1%	4.7%	2.9%
1962	4.5%	3.0%	2.6%	2.1%	0.8%	4.5%		

TABLE II-7
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARY INCREASES COMPARED TO MEAN ANNUAL RATE OF ADJUSTMENT OVER LIFE OF SETTLEMENTS NEGOTIATED IN THE PRIVATE SECTOR

	Annual Percent Change		Annual Change Over Life of Contract		
	Average	Beginning	Manu-facturing	Non-Manu-facturing	CPI
1986	6.7%	7.6%	1.8%	3.0%	3.2%
1985	7.3%	9.8%	1.8%	3.3%	3.6%
1984	6.9%	4.9%	1.5%	2.9%	4.6%
1983	8.5%	6.9%	2.1%	3.2%	3.0%
1982	9.1%	8.1%	2.6%	4.7%	6.0%
1981	7.9%	9.0%	6.1%	8.8%	10.2%
1980	7.5%	6.3%	5.4%	8.3%	13.5%
1979	5.4%	5.1%	5.4%	6.8%	11.5%
1978	6.4%	5.3%	6.6%	6.4%	7.4%
1977	6.0%	4.2%	5.5%	6.0%	6.6%
1976	7.7%	7.0%	6.0%	6.8%	5.8%
1975	8.5%	7.4%	8.0%	7.8%	9.1%
1974	5.9%	8.0%	6.1%	8.0%	11.0%
1973	4.9%	*	4.9%	5.3%	6.2%
1972	4.7%	*	5.6%	6.9%	3.3%
1971	7.3%	*	7.3%	8.9%	4.3%
1970	8.6%	*	6.0%	11.5%	5.9%
1969	7.1%	*	6.0%	9.3%	5.4%
1968	8.7%	*	5.2%	6.5%	4.2%

* Data not available

Figure 6

Teacher Salary Increases Compared to Negotiated Settlements in the Private Sector

(Annual increases in mean and beginning teacher salaries and the mean annual rate of adjustment over life of negotiated settlements)

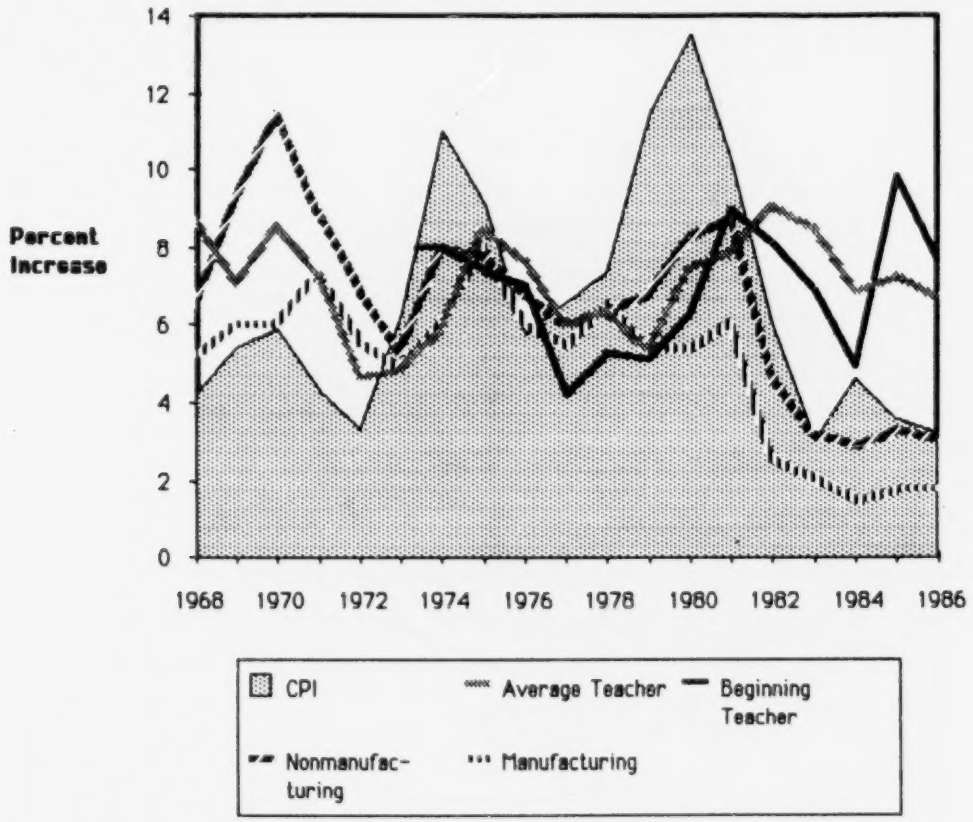
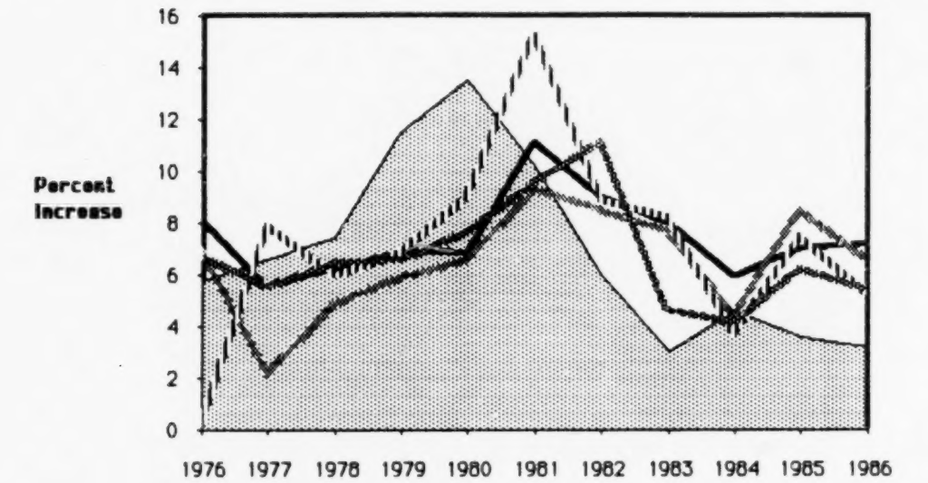


Table II-8
American Federation of Teachers Salary Survey
SALARIES OF NONTEACHING SCHOOL PERSONNEL, 1974-1986

	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1975-1986
Teachers	$11,507	$12,437	$13,119	$13,941	$14,899	$15,913	$17,678	$19,275	$20,809	$22,039	$23,587	$25,276	
Superintendents	30,388	32,527	33,233	34,875	36,924	39,344	43,001	46,664	50,260	52,483	56,954	60,707	
H.S. Principals	22,894	23,306	24,255	25,642	27,422	29,207	32,231	34,776	37,602	39,334	42,094	43,793	
Secretaries													
Central Office	7,318	7,929	8,446	9,023	9,553	10,331	11,568	12,718	13,639	14,366	15,343	16,383	
School Building	6,046	6,521	6,849	7,328	7,772	8,348	9,357	10,301	11,004	11,613	12,504	13,233	
Hourly Workers													
Instructional Aides	$2.91	$2.92	$3.15	$3.34	$3.57	$3.89	$4.48	$4.88	$5.28	$5.48	$5.89	$6.20	
Custodians	3.54	3.78	3.99	4.25	4.53	4.88	5.35	5.95	6.23	6.49	6.90	7.28	
Cafeteria Workers	2.61	2.83	3.00	3.24	3.48	3.78	4.17	4.57	4.87	5.09	5.42	5.76	
Bus Drivers	3.75	4.04	4.28	4.59	4.93	5.21	5.75	6.26	6.56	6.89	7.27	7.72	
ANNUAL PERCENT INCREASE													
Teachers		8.1%	5.5%	6.3%	6.9%	6.8%	11.1%	9.0%	8.0%	5.9%	7.0%	7.2%	119.7%
Superintendents		7.0%	2.2%	4.9%	5.9%	6.6%	9.3%	8.5%	7.7%	4.4%	8.5%	6.6%	99.8%
H.S. Principals		1.8%	4.1%	5.7%	6.9%	6.5%	10.4%	7.9%	8.1%	4.6%	7.0%	4.0%	91.3%
Secretaries													
Central Office		8.3%	6.5%	6.8%	5.9%	8.1%	12.0%	9.9%	7.2%	5.3%	6.8%	6.8%	123.9%
School Building		7.9%	5.0%	7.0%	6.1%	7.4%	12.1%	10.1%	6.8%	5.5%	7.7%	5.8%	118.9%
Hourly Workers													
Instructional Aides		0.3%	7.9%	6.0%	6.9%	9.0%	15.2%	8.9%	8.2%	3.8%	7.5%	5.3%	113.1%
Custodians		6.8%	5.6%	6.5%	6.6%	7.7%	9.6%	11.2%	4.7%	4.2%	6.3%	5.5%	105.6%
Cafeteria Workers		8.4%	6.0%	8.0%	7.4%	8.6%	10.3%	9.6%	6.6%	4.5%	6.5%	6.3%	120.7%
Bus Drivers		7.7%	5.9%	7.2%	7.4%	5.7%	10.4%	8.9%	4.8%	5.0%	5.5%	6.2%	105.9%

Figure 7

Annual Rate of Increase in Teacher Salaries and Selected Nonteaching Positions Compared to the Consumer Price Index



III. Trends in Beginning Teacher Salaries

Great attention has been focused on beginning teacher salaries. For the first time, the AFT annual salary survey of state departments of education solicited information on beginning salaries. Many states do not yet collect these data. Based on 34 states reporting data, the average beginning teacher salary was $17,073 in 1985-86, up 10.7 percent from the previous year. The Educational Research Service, in its annual survey of school districts across the nation reports a $16,693 figure for the average of the "lowest paid teacher", up 7.8 percent.

Minimum Salary by State. California, Texas, New York, New Jersey, and Wyoming have actual starting salaries in excess of $18,500 while only Nebraska, Vermont, and South Dakota report average starting salaries below $14,000. As shown in Table III-1, beginning teachers in Connecticut, Florida, Georgia, Nevada, and Oklahoma experienced a double digit salary jump over beginning teachers in 1984-85. In New Jersey and New York, beginning salaries grew 17.3 and 23.6 percent respectively. The average minimum salary grew from 63.8 percent of the U.S. average to 66.0 percent over the past year. This ratio varied from a low of 57.6 percent in the District of Columbia, to 77.9 percent in Arkansas. Southern states typically have higher starting salaries relative to the average salary.

Reentering Teachers. The definition of "reentering teacher" varies from state to state, but the figure generally represents those teachers who have been out of teaching for at least one year. Reentering teachers could include reappointments after layoffs, maternity reinstatements, and illness reinstatements. A recent study in Connecticut (Connecticut State Department of Education, Teacher Supply and Demand, 1985) shows that during the 1983-84 only 29 percent of leaving teachers retired. Other reasons included maternity/childbearing (15.0 percent), enter another profession (11.4 percent), spouse left state (7.8 percent), and reduction in force (5.0 percent).

Based on data from 18 states listed in Table III-2, the number of former teachers reentering the classroom exceeded the number of beginning teachers, ranging from 64 percent of new hires in New Jersey and South Carolina to 26 percent in Kansas. Though some of the reasons for leaving and reentering are routine, and would not swing with changes in salaries, Illinois data suggest that demography and rising teacher salaries may also play a role. For the past decade in Illinois, the number of reentering teachers grew, while the number of beginning teachers fell in half. Between 1984-85 and 1985-86, the number of reentering teachers grew from 3,156 to 5,330 in a single year, keeping ahead of the rate of increase in the hiring of beginning teachers.

Trends in Beginning Teacher Salaries Relative to Expected Salaries of College Graduates in the Private Sector. While beginning offers in business for new college graduates in other white collar occupations remain high compared to beginning teachers (ranging from 62 percent more for engineers to 14 percent more for liberal arts graduates in 1985), the earnings advantage of these white collar occupations is at the lowest level since about 1978. Table III-3 contains these data, and Figure 8 graphs the relationship between starting salaries.

Starting salaries in other white collar occupations show less stability among each other over time than do tne average salaries. Private employers tend to make labor market adjustments through the hiring and salaries given to beginning employees. Like in the average salary comparison, beginning salaries in other occupations gained on teacher salaries from the mid-1970s until about 1982, except for accounting, which has shown a slow but continuous decline relative to beginning teacher salaries.

If beginning teachers could work and get paid for a 20 percent longer work year, their beginning salaries would exceed the starting salary of liberal arts majors in 1985-86, and match starting salaries of business administration majors -- for the first time in 10 years! Furthermore, graduates in other white collar fields employed in the government sector earn $2,000 to $5,000 less than graduates employed in the private sector as shown in Table III-4.

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TABLE III-1
American Federation of Teachers Salary Report
MINIMUM TEACHER SALARIES FOR STATES REPORTING DATA

State	Min.Sal 1984-85	Min.Sal 1985-86	Avg.Sal 1984-85	Avg.Sal 1985-86	% of Avg.Sal 1984-85	% of Avg.Sal 1985-86	Percent Increase Min.Sal	Percent Increase Avg.Sal
Arkansas	$14,831	$15,524	$19,100	$19,926	77.6%	77.9%	4.7%	4.3%
California	18,249	20,222	27,995	29,801	65.2%	67.9%	10.8%	6.5%
Colorado	16,300	17,470	24,454	25,892	66.7%	67.5%	7.2%	5.9%
Connecticut	13,862	15,448	24,822	26,898	55.8%	57.4%	11.4%	8.4%
Delaware	13,692	14,955	22,294	24,625	61.4%	60.7%	9.2%	10.5%
D.C.	17,768	18.479	30,706	32,067	57.9%	57.6%	4.0%	4.4%
Florida	15,158	16,782	20,836	22,250	72.7%	75.4%	10.7%	6.8%
Georgia	14,329	16,000	20,606	23,046	69.5%	69.4%	11.7%	11.8%
Hawaii	15,337	16,395	25,842	26,038	59.3%	63.0%	6.9%	0.8%
Idaho	13,875	14,165	20,471	20,971	67.8%	67.5%	2.1%	2.4%
Illinois	15,538	16,448	25,679	27,172	60.5%	60.5%	5.9%	5.8%
Indiana	14,564		22,854	24,248	63.7%			6.1%
Kentucky	14,162	14,360	20,225	20,948	70.0%	68.6%	1.4%	3.6%
Louisiana	15,000		19,491	20,460	77.0%			5.0%
Massachusetts	14,729	15,664	24,618	26,800	59.8%	58.4%	6.3%	8.9%
Michigan	15,535		28,440	29,461	54.6%			3.6%
Minnesota	16,129	17,105	25,453	25,620	63.4%	66.8%	6.1%	0.7%
Nebraska		13,937	19,781	20,834		66.9%		5.3%
Nevada	14,809	16,672	22,518	25,606	65.8%	65.1%	12.6%	13.7%
New Jersey	14,963	18,500	25,125	28,000	59.6%	66.1%	23.6%	11.4%
New Mexico		15,870	21,811	22,526		70.5%		3.3%
New York	14,527	18,500	28,213	30,490	51.5%	60.7%	27.3%	8.1%
North Carolina	15,680	15,680	20,812	22,476	75.3%	69.8%	0.0%	8.0%
North Dakota	14,845		20,088	20,815	73.9%			3.6%
Oklahoma	14,150	16,361	19,974	22,444	70.8%	72.9%	15.6%	12.4%
Oregon	16,050	16,790	24,378	25,664	65.8%	65.4%	4.6%	5.3%
Pennsylvania	15,542		24,192	26,006	64.2%			7.5%
South Dakota	12,620	13,643	17,380	18,095	72.6%	75.4%	8.1%	4.1%
Tennessee	14,879	15,536	20,474	21,800	72.7%	71.3%	4.4%	6.5%
Texas	15,312	16,416	22,610	24,419	83.5%	82.9%	7.2%	8.0%
Utah	14,373	15,112	21,170	22,229	67.9%	68.0%	5.1%	5.0%
Vermont	12,002	12,911	18,996	20,379	63.2%	63.4%	7.6%	7.3%
Washington		16,500	25,505	26,182		63.0%		2.7%
Wyoming	18,000	18,550	26,499	27,461	67.9%	67.6%	3.1%	3.6%
U.S. Average/Total States Reporting	$15,420	$17,073	$24,183	$25,884	63.8%	66.0%	10.7%	7.0%

TABLE III-2
American Federation of Teachers Salary Report
NEW HIRES ENTERING TEACHING FOR THE FIRST TIME AND THOSE REENTERING WITH PREVIOUS EXPERIENCE

State	Number of New Hires		Reentering As A Percent of New Hires	Teachers	New Hires As Percent of Teachers
	Entering 1985-86	Reentering 1985-86			
Arkansas	1377	883	39.1%	25573	8.8%
Colorado	1741				
Connecticut	1331	1847	58.1%	35609	8.9%
Delaware	114	152	57.1%	5745	4.6%
Georgia	2792				
Hawaii	438				
Illinois	3182	5330	62.6%	96527	8.8%
Indiana	1667	1006	37.6%	50306	5.3%
Kansas	1018	360	26.1%	26658	5.2%
Kentucky	1473	807	35.4%	33670	6.8%
Louisiana	3500				
Maryland	1100	1125	50.6%	39092	5.7%
Massachusetts	2279				
Michigan	3000				
Minnesota	1586	1193	42.9%	40369	6.9%
Nebraska	845	547	39.3%	19750	7.0%
New Jersey	897	1615	64.3%	73774	3.4%
New Mexico	1144				
North Carolina	1980	1516	43.4%	57638	6.1%
North Dakota	846				
Ohio	3911	4411	53.0%	98267	8.5%
South Carolina	1619	2880	64.0%	34532	13.0%
South Dakota	398	237	37.3%	8152	7.8%
Texas	10887	11097	50.5%	175500	12.5%
Utah	1216				
Washington	861	656	43.2%	36191	4.2%
Wisconsin	1400				
Wyoming	314	318	50.3%	6306	10.0%
U.S. Average/Total	52,916	35,980	51.0%	863,659	10.3%

TABLE III-3
American Federation of Teachers Salary Report
BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED

	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
Teaching	$6,970	$7,528	$8,086	$8,650	$9,014	$9,495	$9,975	$10,602	$11,561	$12,498	$13,366	$14,026	$15,399	$16,571
Engineering	10,560	10,860	11,556	12,744	13,980	14,904	16,680	18,288	20,136	22,368	25,128	25,800	26,844	26,880
Accounting	10,224	10,824	11,040	11,880	12,396	12,804	13,464	14,748	15,720	16,980	18,876	19,476	20,172	20,628
Sales/Marketing		9,648	9,864	10,344	11,316	11,736	12,636	13,092	15,936	17,220	18,072	18,648	19,620	20,616
Business Admin.	8,280	8,664	9,000	9,768	10,224	10,644	12,048	13,464	14,100	16,200	17,940	18,564	19,416	19,896
Liberal Arts	8,112	8,688	8,892	9,312	10,020	10,392	11,400	12,744	13,296	15,372	16,956	18,264	19,344	18,828
Chemistry	9,816	10,116	10,200	11,136	11,928	13,296	14,700	15,816	17,124	19,536	21,552	22,344	24,192	24,216
Math or Statistics	9,516	9,552	10,680	11,904	12,384	12,540	13,632	14,460	17,604	18,600	20,892	21,696	22,416	22,704
Economics/Finance		9,480	10,176	10,980	10,644	11,316	12,072	13,068	14,472	16,884	18,564	19,740	20,484	20,964
Computer Science	9,180		9,672	10,212			14,160	15,432	17,712	20,364	22,068	23,208	24,864	24,156
Others	8,700	9,696	10,344	10,464	11,820	12,384	13,848	14,556	17,544	20,028	20,460	21,156	23,136	21,972

RATIO OF EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED TO BEGINNING TEACHERS SALARIES

	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
Teaching	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Engineering	1.52	1.44	1.43	1.47	1.55	1.57	1.67	1.72	1.74	1.79	1.88	1.84	1.74	1.62
Accounting	1.47	1.44	1.37	1.37	1.38	1.35	1.35	1.39	1.36	1.36	1.41	1.39	1.31	1.24
Sales/Marketing		1.28	1.22	1.20	1.26	1.24	1.27	1.23	1.38	1.38	1.35	1.33	1.27	1.24
Business Admin.	1.19	1.15	1.11	1.13	1.13	1.12	1.21	1.27	1.22	1.30	1.34	1.32	1.26	1.20
Liberal Arts	1.16	1.15	1.10	1.08	1.11	1.09	1.14	1.20	1.15	1.23	1.27	1.30	1.26	1.14
Chemistry	1.41	1.34	1.26	1.29	1.32	1.40	1.47	1.49	1.48	1.56	1.61	1.59	1.57	1.46
Math or Statistics	1.37	1.27	1.32	1.38	1.37	1.32	1.37	1.36	1.52	1.49	1.56	1.55	1.46	1.37
Economics/Finance		1.26	1.26	1.27	1.18	1.19	1.21	1.23	1.25	1.35	1.39	1.41	1.33	1.27
Computer Science	1.32		1.20	1.18			1.42	1.46	1.53	1.63	1.65	1.65	1.61	1.46
Others	1.25	1.29	1.28	1.21	1.31	1.30	1.39	1.37	1.52	1.60	1.53	1.51	1.50	1.33

ANNUAL PERCENT INCREASE IN BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED

	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
Teaching	8.0%	7.4%	7.0%	4.2%	5.3%	5.1%	6.3%	9.0%	8.1%	6.9%	4.9%	9.8%	7.6%	
Engineering	2.8%	6.4%	10.3%	9.7%	6.6%	11.9%	9.6%	10.1%	11.1%	12.3%	2.7%	4.0%	0.1%	6.1%
Accounting	5.9%	2.0%	7.6%	4.3%	3.3%	5.2%	9.5%	6.6%	8.0%	11.2%	3.2%	3.6%	2.3%	2.9%
Sales/Marketing		2.2%	4.9%	9.4%	3.7%	7.7%	3.6%	21.7%	8.1%	4.9%	3.2%	5.2%	5.1%	0.3%
Business Admin.	4.6%	3.9%	8.5%	4.7%	4.1%	13.2%	11.8%	4.7%	14.9%	10.7%	3.5%	4.6%	2.5%	7.2%
Liberal Arts	7.1%	2.3%	4.7%	7.6%	3.7%	9.7%	11.8%	4.3%	15.6%	10.3%	7.7%	5.9%	-2.7%	11.9%
Chemistry	3.1%	0.8%	9.2%	7.1%	11.5%	10.6%	7.6%	8.3%	14.1%	10.3%	3.7%	8.3%	0.1%	0.2%
Math or Statistics	0.4%	11.8%	11.5%	4.0%	1.3%	8.7%	6.1%	21.7%	5.7%	12.3%	3.8%	3.3%	1.3%	5.6%
Economics/Finance		7.3%	7.9%	-3.1%	6.3%	6.7%	8.3%	10.7%	16.7%	10.0%	6.3%	3.8%	2.3%	6.3%
Computer Science			5.6%				9.0%	14.8%	15.0%	8.4%	5.2%	7.1%	-2.8%	8.3%
Others	11.4%	6.7%	1.2%	13.0%	4.8%	11.8%	5.1%	20.5%	14.2%	2.2%	3.4%	9.4%	-5.0%	21.6%

Figure 8

Trends in Beginning Salaries

(Ratio of Expected Salaries for College Graduates to Beginning Teacher Salaries)

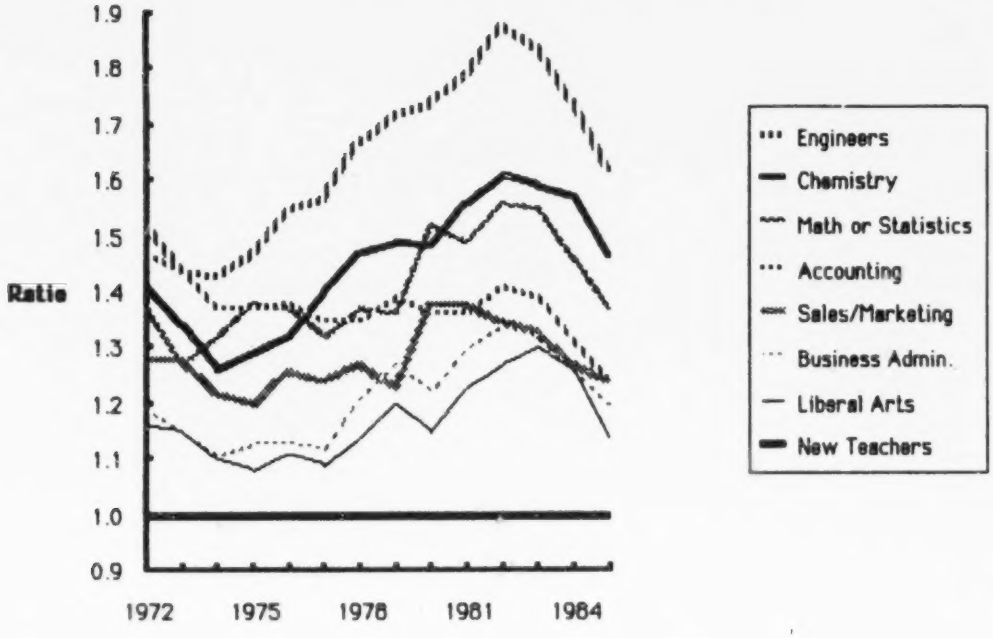

TABLE III-4
American Federation of Teachers Salary Report
COMPARISON OF ENDICOTT AND COLLEGE PLACEMENT
COUNCIL BEGINNING SALARY DATA

COMPARISON OF ENDICOTT AND COLLEGE PLACEMENT
COUNCIL BEGINNING SALARY DATA

Endicott Report		CPC Survey		
Occupational Title	Expected Salary 1986	Occupational Title or Curriculum	Average Offer in January 1986	Average offer from Government and Non-Profit Sector
Engineering	$28,512	Engineering	$27372	$22,177(b)
Accounting	21,216	Accountants, auditors	21,120	18,618
Sales/Marketing	20,688	Retail/Wholesale Sales	19,116	a
Business Admin.	21,324	Business Admin.	19,620	18,270
Liberal Arts	21,060	Humanities and Social Sciences	18,132	18,259
Chemistry	24,264	Chemistry	24,204	a
Math/Statistics	23,976	Math Statistics	23,256	18,832
Economics/Finance	22,284	Finance and Economics	21,144	a
Computer Science	26,172	Computer Scientist	25,284	22,272
Others	26,724	NA	NA	NA

Source: Endicott Report 1986, and College Placement Council Survey, January 1986.
(a) Insufficient data
(b) Electrical, mechanical and civil engineering

APPENDIX A
American Federation of Teachers
State Education Data, 1984-85 and 1985-86 School Year

	State	Avg.Sal 1984-85	Avg.Sal 1985-86	Teachers 1984-85	Teachers 1985-86	Min.Sal 1984-85	Min.Sal 1985-86	Entering 1985-86	Reentering 1985-86
1	Alabama	20295	22934	36647	36913				
2	Alaska	38923	41647 b	6120	6120 b				
3	Arizona	22662	23931 b	28881	31191 b				
4	Arkansas	19100	19926 a	24627	25573 a	14831	15524	1377	883
5	California	27293	29258 e	178401	182326 e	e	e	e	
6	Colorado	24454	25892	28824	29895	16300 a	17470 a	1741	
7	Connecticut	24822	26898	35187	35609	13862	15448	1331	1847
9	Delaware	22294	24625	5580	5745	13692 g	14955 g	114	152
8	D.C.	30706	32067	5330	5871	17768	18479	18479	
10	Florida	20836	22250	94048	97139	15158	16782		
11	Georgia	20606	23046 f	55800	57769	14329	16000	2792	
12	Hawaii	25842	26038	9167	9273	15337	16395	438	
13	Idaho	20471	20971 h	10154	10255	13875	14165		
14	Illinois	25679	27172	96073	96527	15538	16448 b	3182	5330
15	Indiana	22854	24248 b	50306	51564 b	14564		1667	1006
16	Iowa	21008	21802	26785	26736				
17	Kansas	21038	22644	26303	26658			1018	360
18	Kentucky	20225	20948	32850	33670	14162	14360	1473	807
19	Louisiana	19491	20460	42638	42609	15000 a		3500	
20	Maine	18935	19583	12667	13040				
21	Maryland	25563	26580	38030	39092			1100 a	1125
22	Massachusetts	24618	26800	56503	56825	14729	15664 a	2279	
23	Michigan	28440	29461 a	77478	78179	15535		3000	
24	Minnesota	25453	27360	40108	40369	16129	17105	1586 c	1193
25	Mississippi	15924	18472	25109	25613	13875 i	14875 i		
26	Missouri	20452	21974	47340	48088				
27	Montana	21749	22482	9112	9247				
28	Nebraska	19781	20834	19685	19750		13937 d	845	547
29	Nevada	22518	25606	7496	7751	14809	16672		
30	New Hampshire	18577	20263	10103	10250				
31	New Jersey	25125	28000	73593	73774	14963	18500	897 a	1615 a
32	New Mexico	21811	22526	14394	14503		15870	1144	
33	New York	28213	30490	171093	175256	14527	18500		
34	North Carolina	20812	22476 a	56084	57638	15680	15680	1980	1516
35	North Dakota	20068	20815	7817	7862	14845		846	

	State	Avg.Sal 1984-85	Avg.Sal 1985-86		Teachers 1984-85	Teachers 1985-86		Min.Sal 1984-85	Min.Sal 1985-86		Entering 1985-86	Reentering 1985-86
36	Ohio	23000	24988		98062	98267					3911	4411
37	Oklahoma	19974	22444		39903	40891		14150	16361			
38	Oregon	24378	25664		25164	25744		16050	16790			
39	Pennsylvania	24192	26006	b	101484	101400	b	15542				
40	Rhode Island	27693	29470	a	8710	8755						
41	South Carolina	20143	21428	a	33665	34532		18988	20223		1619	2880
42	South Dakota	17380	18095		7998	8152		12620	13643		398	237
43	Tennessee	20474	21800		40023	40303		14879	15536			
44	Texas	22610	24419	a	173267	175500	a	15312	16416		10887	11097
45	Utah	21170	22229	a	16444	16946		14373	15112		1216	
46	Vermont	18996	20379	a	6341	6220	a	12002	12911			
47	Virginia	21277	23388	a	61242	61300	b					
48	Washington	25505	26182		35727	36191			16500	j	861	656
49	West Virginia	19563	20625		22732	22879		17877	18913			
50	Wisconsin	24577	26720	a	45678	46503					1400	
51	Wyoming	26499	27461		6235	6306		18000	18550		314	318
	U.S. Average/Total	23550	25272		2183008	2212449						

AFT Department of Research
July 1986
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Footnotes:

a=preliminary or estimate
b=AFT estimate
c=267 are out of state graduates in Minnesota
d=average for classes 1-4 only
e=AFT estimates; California subsequently reported the following data: 1) 1984-85 average salary of $27,995, 2) 1985-86 average salary of $29,801. 3) 185,915 teachers in 1984-85, 4) 188,500 teachers in 1985-86, 5) 1984-85 minimum salary of $18,249, 6) minimum salary of 20,222 in 1985-86, and 7) 6,680 beginning teachers in 1985-86.
f=does not include local salary supplement
g=average of 1st steps on BA scale
h=includes extra pay
i=lowest step on minimum salary scale
j=will be $16,500 in 1986-87

APPENDIX B

Data Sources

All data comes from the annual AFT salary survey, except as noted below.

Table I-4

U.S. Department of Labor, Employment and Wages, Annual Averages 1984, November.

Data Resources, Inc., Regional Information Service, Regional Overview, Spring, 1986 (used to estimate private sector annual earnings for 1985 and 1986).

Table I-5

U.S. Department of Labor, Employment and Wages, Annual Averages 1981, November 1982.

Table I-6

Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, p.331.

Table I-7

National Governor's Association and National Association of State Budget Officers, Fiscal Survey of the States, 1985 and 1986 editions.

Table II-1

U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States, July issues.

U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904.

National Center of Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Department of Labor, Handbook of Labor Statistics, June 1985; recent issues of U.S. Department of Labor, Current Wage Developments, and Data Resources, Inc., Regional Information Service, Regional Overview, Spring 1986 (used to construct the Consumer Price Index through 1986).

Table II-2

U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States, July Issues.

U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904.

National Center of Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Department of Labor, Handbook of Labor Statistics, June 1985; recent issues of U.S. Department of Labor, Current Wage Developments, and Data Resources, Inc., Regional Information Service, Regional Overview, Spring 1986 (used to construct the Consumer Price Index through 1986).

National Center for Educational Statistics, The Condition of Education, 1985 Edition.

Table II-3

National Center for Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

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Table II-4 to II-6

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